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ABSTRACT

Data on 1986 regular and adjunct faculty bargaining agents and collective bargaining agreements in public and private U.S. and Canadian colleges are presented, along with a brief narrative description of 1986 trends. For each institution, information is provided on the bargaining agent, unit size, the year the current agent was elected, the year the initial contract was signed, the number of campuses, and the contract expiration date. Summary data are also presented on U.S. elections for bargaining agents (name of agent, size, whether the agents were elected, decertified, challenged, or whether no-agent votes were cast). Some 1974-1986 trend data for public and private colleges are provided on: the growth of collective bargaining agreements and agents, and agreements at two-year and four-year colleges. Additional data include: a 1986 breakdown for public and private colleges by specific agents, geographic distribution of bargaining agents and contracts, the number of faculty represented by the agents, the date of public sector collective bargaining legislation, decertifications for 27 institutions, colleges affected by the "Yeshiva" decision, and "no agent" votes during 1971-1986. An index of institutions cited in this directory is appended. (SW)

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Volume 13 • January 1987

Directory of Faculty Contracts and Bargaining Agents In Institutions of Higher Education

ED283425

Joel M. Douglas
with
Stephen H. Bryan
Elisabeth A. Kotch

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UNIONIZATION AMONG COLLEGE FACULTY
January 1 - December 31, 1986

INTRODUCTION

The number of unionized institutions, campuses and faculty in higher education continued to increase during 1986, albeit at a slower rate than previous years, and has now reached its highest level to date. Over 208,000 faculty are now covered by collective bargaining agreements, more than at any other time in the history of academic unionism. The steady growth of faculty unionism indicates a continued approval of collective bargaining as a means of governance. The acceptance of academic unionism as measured by the number of certified agents grew at a rate of 2.7% during 1986 and was not restricted to any one geographic area as faculty agents were elected in nine different states. There are now 458 reported faculty bargaining agents, an increase of 12 from 1986. Over one thousand campuses are involved in faculty collective bargaining with certified academic unions. For the first time in seven years, no faculty union was reported decertified either as the result of court action, litigation, or a challenge to agent status. The record indicates that once faculty unionize, they rarely elect decertification.

PUBLIC VS. PRIVATE DICHOTOMY

As in previous years, public sector institutions continued to dominate academic collective bargaining. Only one of the seventeen elections held during 1986, was conducted at a private institution, the College of Insurance. The largest number of elections was held in Illinois, one of the states with the most recent legislation. Public sector collective bargaining is directly related to the passage of enabling legislation, and since none was enacted during 1986, the effect in forthcoming years may be damaging for faculty unionists. Of the 458 recognized faculty agents, 381 (83.2%) are at public institutions. Of the 381 public institutions now unionized, 88 are four-year colleges, while the remaining 293 are two-year institutions. Unionized public sector campuses now total 921 and account for 61% of the 1501 campuses in that category. In the private sector, approximately 5% of the 1830 campuses are unionized.

It is evident that the ruling by the United States Supreme Court in NLRB v. Yeshiva University, 444 U.S. 672 (1980), which prohibited faculty members who were adjudicated as possessing the "indicia of managerial status" from bargaining under the protection of the National Labor Relations Act, has virtually eliminated private sector higher education union organizing. While there were no Yeshiva decertifications this year, faculty unions trying to organize at private institutions continue to experience great difficulty in overcoming its impact. For an analysis of the Yeshiva decision and its impact in 1986, see National Center Newsletter, Vol. 14, No. 4.

AGENTS ELECTED

Seventeen bargaining agent elections were held in 1986; 14 of which resulted in a decision by the professoriate to engage in or to continue to participate in the collective bargaining process. Of the 17, 13 were considered "new" elections, while the other four were challenges to an existing agent by a competing one. In eight of the thirteen "new" elections, faculty selected bargaining agents, while in two, the results are still pending, although at this writing, the pro-collective bargaining vote is greater than that of "No-Agent". In three elections, "No-Agent" was the faculty choice. An analysis of faculty union organizing and agent elections follows:

AFT

The American Federation of Teachers and their local affiliates were involved in 12 elections; winning six and losing five, with the results in one still pending. New AFT locals include units at Kishwaukee Community College, Lassen Community College, the University of Maine (Systemwide), and Washington Community College, District XII. The AFT also retained bargaining rights at Portland Community College in Oregon, and their affiliation with APSCUF at the Pennsylvania State College and University System.

At Kishwaukee Community College, the AFT won bargaining rights for a unit of 80 faculty by defeating an independent local, 38-4. At Lassen Community College, the AFT defeated the NEA for the right to represent a unit of 50 faculty by a vote of 31-7. One unit of part-time faculty, 288 members at the University of Maine (Systemwide), joined the ranks of the AFT when they defeated the NEA and "No-Agent" by a vote of 153-28-26.

In elections involving a "change in agent" status, the AFT won bargaining rights from the NEA for a unit of 288 faculty at Washington Community College, District XII in the State of Washington by a vote of 122-90 over the NEA. In another "change in agent" status election in the Pennsylvania State College and University System, the 3,700 member faculty unit voted to retain their affiliation with APSCUF/AFT over that of APSCUF/AFT/AAUP by a vote of 827-299. The former agent had been a three-member consortium consisting of APSCUF, AFT and AAUP and now is a dual affiliation between APSCUF and AFT. The representation rights for one AFT local, Portland Community College was unsuccessfully challenged by the NEA and "No-Agent". In that election the AFT retained bargaining rights by a vote of 207-92-15.

The AFT was involved in three "No-Agent" elections last year. At the University of California System, they were defeated by "No-Agent", of 1734-470 in a representation election for a unit of 3,600 academic researchers. In Illinois, the AFT was defeated by "No-Agent" for a faculty unit of 762 at Illinois State University at Normal by a vote of 383-223. The AAUP, also involved in the same election, received 64 votes. At Northern Illinois University, the UPI-AFT coalition, while victorious in the initial election over AAUP and "No-Agent", was defeated in a run-off by "No-Agent", 398-371.

The AFT was the most active among faculty unions in terms of new organizing in 1986. They were involved in 12 faculty elections; winning six, losing five, with the results of one still pending. Their affiliates, including joint affiliations with other agents, currently represent over 88,000 faculty at 140 colleges and universities for the purpose of collective bargaining.

NEA

The National Education Association and their affiliates were involved in eight organizing elections this year; winning three, losing four, with the results in one still pending. New NEA locals include the faculty units Oakton Community College in Illinois, Antelope Valley Community College in California, and the Division of Continuing Education of the Massachusetts Community College System. At Oakton, the NEA defeated the AFT by a vote of 78-60 to win bargaining rights for a unit of 149 faculty members. At Antelope Valley, an NEA/CTA consortium defeated the AFT/CFT local by a vote of 100-82 to represent a unit of 250 faculty members. In the largest of

!he new units to elect an agent this year, the NEA and its affiliate, the MCCC, defeated "No-Agent" by a vote of 631-516 for bargaining rights for a new unit of 1,800 faculty of the Division of Continuing Education, Systemwide, of the Massachusetts Community College System. At Hocking Technical College in Ohio, the NEA and its Ohio affiliate, the OEA, continued to lead in a challenged election to represent 109 faculty members at this institution. The OEA/NEA received 52 votes, "No-Agent" 46 votes, with 25 votes still challenged.

In terms of elections involving established bargaining relationships, the NEA was unsuccessful in its attempt to unseat the AFT for the bargaining rights for 350 faculty at Portland Community College. The NEA received 92 votes and "No-Agent" 15 votes, while AFT continued its certification with 207 votes. The NEA lost the bargaining rights for a unit of 288 faculty members at Washington Community College, District XII to the AFT by a vote of 122-AFT to 90 for NEA. The NEA was not involved in any "No-Agent" votes during 1986.

The NEA and its affiliates continue to represent the largest number of unionized institutions, 207. The number of faculty covered contracts negotiated by NEA affiliates, including joint affiliations, exceeds 77,000.

AAUP

The American Association of University Professors was involved in six elections this year; winning two and losing four. They are the only faculty agent to have organized a private college, winning bargaining rights for a unit of 20 faculty at the College of Insurance in New York State. In that election the AAUP received 16 votes, while "No-Agent" received one. The AAUP was also successful in retaining bargaining rights at Portland State University for a unit of 548 faculty. The AAUP received 260 votes against 211 for a "No-Agent" challenge.

The AAUP lost representation rights as a member of the APSCUF bargaining agent coalition at the Pennsylvania State College and University System. In a "change of agent status" election concerning affiliation and bargaining rights, APSCUF and either AFT or AAUP, a unit of 3,700 faculty members selected the APSCUF/AFT affiliation over the AAUP by a vote of 827-299.

The AAUP was involved in two elections within the Illinois State University System. At Illinois State University at Normal, the AAUP and AFT were defeated by "No-Agent" for representation rights for a unit of 762 faculty by a vote of 383-"No-Agent", 223-AFT and 64-AAUP. At Northern Illinois University, the AAUP and AFT, competed with "No-Agent" for a unit of 908 faculty. The first election resulted in none of the three receiving a majority of votes cast; UPI-AFT 318, "No-Agent" 273, AAUP 186. In a run-off election between the UPI-AFT and "No-Agent", "No-Agent" received 398, while UPI-AFT received 371.

The AAUP, its locals and joint affiliations represent over 59,000 faculty at 51 colleges and universities.

INDEPENDENT

Independent faculty unions were involved in two elections last year, winning one and losing the other. The faculty at Santa Barbara Community College, a unit of 740, elected an "Independent" over "No-Agent" by a vote of 250-37. The other election involving an "Independent" was at Kishwaukee College where they were defeated by

the AFT by a vote of 38-4 for the bargaining rights of a unit of 80 faculty.

"NO-AGENT"

Three "No-Agent" elections were reported in 1986, each of which involved relatively large bargaining units. In the University of California System, a unit of 3,600 academic researchers rejected unionization and chose "No-Agent" over AFT by a vote of 1734-470. In two institutions in the Illinois State University System, "No-Agent" was the faculty choice instead of unionization. At Illinois State the faculty elected "No-Agent" over the AFT and AAUP by a vote of 383-223-64. In a run-off election at Northern Illinois University, a unit of 908 faculty also rejected collective bargaining. In the first election, the UPI-AFT received 318 votes, "No-Agent" 273 and AAUP 186, necessitating a second election. It is interesting to note that the combined faculty pro-collective bargaining vote in the initial election was 504 in favor of one or the other agents, while 233 selected "No-Agent". However, since none of the parties received a majority, a run-off was required. In that election, "No-Agent" defeated the UPI-AFT by 26 votes out of nearly 800 votes cast by a vote of 398-371.

STRIKES

There were 12 reported faculty work stoppages during 1986, nine of which were considered "fall back-to-school" strikes. Of the 12 strikes, half involved faculty at two-year institutions, while the other six were at four-year institutions. Three private colleges, Fairleigh Dickinson, Roger Williams and the Berklee College of Music were involved in stoppages.

The nine "fall back-to-school" strikes at the outset of the 1986-1987 fall semester was the highest reported total during the last seven years. Of these strikes, four occurred at two-year institutions, while five were at four-year colleges. The average length of these strikes was 9.1 days. Set forth below are the institutions, size of faculty unit, faculty agent and length of strike data. "Fall back-to-school" strikes occurred at:

1) Bellevue Community College: 250 full/part-time faculty, NEA, 7-days;
2) Fairleigh Dickinson University: 495 full/part-time faculty, AAUP, 7 days;
3) Lake Land College: 104 faculty, AFT, 20 days;
4) Mercer Community College: 127 faculty, NEA, 3 days;
5) Mott Community College: 196 faculty, NEA, 7 days;
6) Roger Williams College: 108 full-time and 44 part-time faculty, NEA, 2 days;
7) Temple University: 1,052 faculty, AAUP, 15 days;
8) Thornton Community College: 138 faculty, AFT, 35 days;
9) Wayne State University: 1,378 faculty, AAUP, one day.

Strikes reported during the 1986 spring semester included two simultaneous 14-day stoppages at Berklee College of Music, one each by full-time and part-time faculty. Both units are represented by the AFT. The other spring strike occurred at Jefferson Technical College where the NEA local engaged in a 96-day strike over the terms and conditions of their initial contract. The unit at Jefferson consists of 46 faculty members. For a complete analysis of work stoppages during 1986, the reader is referred to NCSCBHEP Newsletter, Vol. 14, No. 5.

LEGISLATION

No faculty collective bargaining enabling legislation was passed during 1986. While

several bills were discussed, most notably in Wisconsin, the State of Washington and Maryland, none were enacted. The number of states with enabling legislation for collective bargaining now stands at 26. Additionally, four states allow collective bargaining pursuant to the regulatory framework established by university governing boards. Faculty organizations continue to be active in lobbying efforts to secure collective bargaining legislation in those states without bills. For a complete listing of collective bargaining legislation, see Directory of Contracts and Bargaining Agents, Table No. Eleven .

DEMOGRAPHIC ANALYSIS

Accounting for an exact number of college faculty is a troublesome assignment since the total is relatively fluid. Furthermore, using any one date as a reference point subjects the researcher to certain statistical biases inherent in that selection. Nevertheless, we have developed our own procedure which are set forth below:

1) The number of institutions and campuses is obtained from the National Center for Education Statistics (NCES), the Higher Education Directory and the NCSCBHEP data bank. The last NCES reports are for the 1982-1983 academic year, the HED data is as of 1985, while NCSCBHEP Reports reflect the period through January 1, 1987.

2) The total number of faculty is derived from NCES statistics and is not divided into full- and part-time. Unit size is tabulated from reporting institutions, faculty organizations and our own data bank. Faculty are recorded as being represented by collective bargaining agents and agreements, and do not reflect union membership.

The number of faculty covered by collective bargaining increased from 195,570 to 208,147, a rise of 6.4%. Part of this growth is due to improved reporting procedures by the national faculty organizations and individual institutions and to better research methods being employed at NCSCBHEP, and does not necessarily reflect increased organizing.

The number of public sector faculty represented by faculty unions increased by 6.7% from 186,326 in 1986 to 198,647 in 1987, while a 2.7% rise, 9,244 to 9,500 was reported in private college faculties represented by unions during this time period. Adjunct faculty are included in the total count as efforts to isolate this category have not yet proved workable. As long as faculty units continue to contain both full- and part-time faculty, difficulties will be experienced in this calculation. Although the Directory includes data pertaining to faculty collective bargaining agreements in Canada, the demographic analysis reflects only colleges in the United States.

FIRST CONTRACT SIGNED

Collective bargaining involves a time lag between unit certification and the negotiation of the initial contract. Six "first faculty bargaining contracts" were signed in 1986, all of which involved units which achieved their initial certifications in previous years.

The University of California System signed two "first contracts", one with nurses and the other with lecturers. The California Nurses Association was originally certified as agent for this 5,000 member unit in 1983. The lecturers, a unit of 1877 represented by the AFT since 1984, also signed their first agreement. A faculty unit of 402 at Cabrillo College certified and represented as an AFT affiliate in 1984, signed their initial contract. Two Ohio community colleges, Jefferson Technical and Terra

Technical, both represented by the NEA, signed initial contracts in 1986. The NEA obtained bargaining rights for these units in 1985. In Illinois, the AFT, representing the 97 faculty at Rend Lake College since 1985, also signed their initial agreement.

SUMMARY AND CONCLUSIONS

Nineteen hundred and eighty-six may be viewed as a year in which the proponents of faculty collective bargaining achieved mixed results. While the number of collective bargaining units and contracts, as well as the number of faculty represented is higher than it has ever been, two major setbacks for academic unionists were noted.

The "No-Agent" elections at Illinois State University and Northern Illinois University, as well as the contested election at Sangamon State, represent long and devisive struggles over the issue of faculty collective bargaining. The failure of the AFT-UPI and the AAUP to present a united front at Sangamon, where the results are still pending, and at Northern, where "No-Agent" won in a run-off election, probably accounted for the defeat of faculty unionization at these institutions. At Sangamon, 73 votes were needed to elect a faculty agent, the combined pro-collective bargaining vote yielded 83, however, that was split between 69 for the AFT and 14 for the AAUP. At Northern, the combined vote of AFT-UPI and AAUP generated a vote of 504 for collective bargaining against 273 for "No-Agent". This margin of almost 2-1 in favor of an agent, without any one party receiving a majority, resulted in a run-off election in which "No-Agent" narrowly defeated the AFT by 27 votes out of 768 cast. For reasons that are unique to the academic community, certain faculty who voted for a bargaining agent in the initial election chose "No-Agent" in the run-off as opposed to an agent from another organization. This phenomenon remains peculiar to academic collective bargaining where the failure of the three national organizations to present a united front continues to result in "No-Agent" wins.

While the number of agents and contracts have increased, the absence of any new enabling legislation is expected to produce a leveling off in public sector organizing. In those states where faculty unions lobbied for new legislation, efforts are expected to continue; however, absent any new bills, faculty organizing in those states will become more difficult. The new area of union growth appears to be in organizing the unorganized in those states where legislation has already been enacted. Further attempts to organize adjunct faculty, as was done this year in the University of Maine and the Massachusetts Community College Systems are also expected. Other potential areas of new unionization drives are in selected groups of academic researchers, support staff, and nontenure-track faculty members.

While challenges and raids by one agent against another for the rights to represent existing faculty units will probably continue, most of those involve local issues and do not appear to constitute a trend or a predictable pattern. No evidence is available to indicate any change in the cooperative postures of the three national organizations vis-a-vis each other. The failure of faculty unionization at Northern and Sangamon (thus far) are illustrative of this point.

The number of Yeshiva-related decertifications is expected to diminish since most of the cases in the litigation pipeline have already been adjudicated. There are no new lead cases currently before the U.S. Supreme Court concerning the application of the doctrine at this time. Observers have noted, however, that the Yeshiva question may now shift to challenges to public sector institutions where collective bargaining legislation is already in place.

The gap between the private sector and public sector is expected to continue to grow. With no statutory or judicial relief predicted for private sector faculty who wish to bargain in spite of the legal environment, faculty unions are devoting their energies, almost exclusively, to public sector organizing. As a result, the number of faculty at private sector colleges who are unionized will either diminish or stabilize. Faculty collective bargaining continues to remain a viable form of governing one's employment relationship and is solidly entrenched in our nation's colleges and universities.

ACKNOWLEDGMENTS

Volume 13 of the Directory of Faculty Contracts and Bargaining Agents in Institutions of Higher Education contains several new features and is the most complete version that we have published to date. As the number of unionized faculties and campuses continue to grow, so do the intricacies and complexities of preparing this volume. Furthermore, the reduction of institutional research offices on many campuses have limited access to information that was once more readily available. Nevertheless, we persisted and have produced this volume, which we believe, is a major contribution to the data available regarding collective bargaining in higher education.

The most significant change in this volume is the introduction of a unionized "campus" section, in addition to our regular "institution" listing. We also have included a brief explanation of "How We Count". This material should be of value to readers who are unfamiliar with the difference between "campuses" and "institutions" in the collective bargaining unit determination process.

The Directory is a group project. We relied on a small but dedicated group of individuals who have their pulse on academic collective bargaining. They played a very important part in making this volume possible and we acknowledge their support. They include Steve Finner of the AAUP, Perry Robinson of the AFT, Gerie Bledsoe of the NEA, Steve Pulkkinen of the NEA (State of Washington), Jim Essman of the NEA (California) and Katy FitzRandolph of the Ontario Public Service Employees Union.

All of us at the Center worked on various aspects of the Directory. The primary data collection was done by Liz Kotch, a graduate student and researcher with the Center. This is the third Directory that Liz has worked on, but alas, what happens to all good graduate students, happened to her — she graduated. The data analysis and tabular and graphic construction was done by Stephen Bryan, another graduate student and researcher at the Center. Liz and Stephen are both outstanding researchers; the finished product speaks for itself. Faryda Krane did much of the proofreading.

Beth Hillman coordinated the technical aspects of the project and, in addition, prepared the index. She also had the unenviable task of pulling together all the loose ends. Ruby N. Hill put together the entire volume from start to finish. Her technical skill in ensuring the viability and accuracy of our data base is critical.

My deep appreciation is extended to all those who worked on this project for a job well done. For any errors or omissions, we apologize. We are proud and pleased to offer this volume of the Directory to the academic collective bargaining community.

J. M. D.

FACULTY CONTRACTS AND BARGAINING AGENTS
IN PUBLIC AND PRIVATE INSTITUTIONS
IN THE UNITED STATES

FACULTY CONTRACTS AND BARGAINING AGENTS IN PUBLIC AND PRIVATE INSTITUTIONS[1]

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
ALASKA							
University of Alaska Community College System	AFT	273	1974	1974	2	11	1/1/86
Anchorage C.C.					2		
Juneau-Douglas C.C.					2		
Kenai Peninsula C.C.					2		
Ketchikan C.C.					2		
Kodiak C.C.					2		
Kuskokwm C.C.					2		
Matanuska-Susitna C.C.					2		
Northwest C.C.					2		
Prince William Sound C.C.					2		
Sitka C.C.					2		
Tamaka Valley C.C.					2		
ARIZONA							
Pima Community College	NEA	272	1978	1979	2	4	6/30/87
Community Campus					2		
Downtown Campus					2		
East Campus					2		
West Campus					2		
CALIFORNIA							
Antelope Valley Community College	NEA	250	1986	---	2	1	

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
CALIFORNIA (Cont'd.)							
Barstow Community College	NEA	65	1979	1979	2	1	6/30/87
Butte College[2]	CTA/NEA	125	1978	1978	2	1	6/30/81
Cabrillo College	AFT	402	1984	1986	2	1	6/30/87
California State University	CFA/ AAUP/ NEA	18,000	1982	1983	4	19	6/30/86
Cal. St. Col.-Bakersfield					4		
Cal. St. Col.-San Bernadino					4		
Cal. St. Col.-Stanislaus					4		
Cal. St. Polytech. Univ.-Pomona					4		
Cal. St. Polytech. Univ.- San Luis Obispo					4		
Cal. St. Univ.-Chico					4		
Cal. St. Univ.-Dominguez Hills					4		
Cal. St. Univ.-Fresno					4		
Cal. St. Univ.-Fullerton					4		
Cal. St. Univ.-Hayward					4		
Cal. St. Univ.-Long Beach					4		
Cal. St. Univ.-Los Angeles					4		
Cal. St. Univ.-Northridge					4		
Cal. St. Univ.-Sacramento					4		
Humboldt St. Univ.					4		
San Diego St. Univ.					4		
San Francisco St. Univ.					4		
San Jose St. Univ.					4		
Sonoma St. Univ.					4		
o Academic Support	UPC/AFT	1,500	1982	1983	4	19	9/16/85
o Physicians Unit	UAPD	150	1982	1982	4	19	6/30/86
o Health Care Support	CSEA	300	1982	1982	4	19	6/30/85

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
CALIFORNIA (Cont'd.)							
Chabot College	NEA	272 ft 300 pt	1978	1979	2	2	6/30/87
Hayward Campus					2		
Valley Campus					2		
Chaffey Community College	Ind.	307	1980	1985	2	1	6/30/87
Citrus College	CTA/NEA	130	1977	1977	2	1	7/1/85
*Claremont Colleges	OPEIU[3]	Librar-ians		1972	4	6	None in effect
Claremont McKenna Col.					4		
Claremont Univ. Grad. School					4		
Harvey Mudd Col.					4		
Pitzer Col.					4		
Pomona Col.					4		
Scripps Col.					4		
Coast Community College District	AFT	662	1979	1980	2	3	6/30/89
Coastline C.C.					2		
Golden West C.C.					2		
Orange Coast C.C.					2		
o Part-time	NEA	1,433	1979	1980	2	3	9/1/87
College of the Redwoods	Ind.	93 ft 300 pt	1976	1976	2	1[4]	8/31/88
College of the Sequoias	NEA	115	1976	1977	2	1	6/30/87

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
CALIFORNIA (Cont'd.)							
Compton Community College	AFT	80 ft 30 pt	1978	1979	2	1	6/30/82
Contra Costa Community College District	Ind.	500 f/pt	1977	1977	2	3	6/30/86
Contra Costa Col.					2		
Diablo Valley Col.					2		
Los Medanos Col.					2		
El Camino Community College	AFT	770 f/pt	1977	1977	2	1	6/30/86
Foothill-DeAnza Community College District	Ind.	1,200 f/pt	1977	1977	2	2	6/30/83
DeAnza Col.					2		
Foothill Col.					2		
Gavilan Community College	NEA/CTA	69 ft	1976	1976	2	1	6/30/86
Glendale Community College	AFT	415	1979	1980	2	1	6/30/88
Grossmont/Cuyamaca Community College District	Ind. (NEA 1977)	480 f/pt	1983	1978	2	2	6/30/87
Cuyamaca Col.					2		
Grossmont Col.					2		
Imperial Valley College	NEA/CTA	77	1982	1984	2	1	6/30/86

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
CALIFORNIA (Cont'd.)							
Kern Community College District	NEA	302	1977	1977	2	3	6/30/86
Bakersfield Col.					2		
Cerro Coso Col.					2		
Porterville Col.					2		
Lassen Community College	AFT	50	1986	---	2	1	
Long Beach City College	NEA	312 ft	1979	1979	2	2	6/30/82
Liberal Arts Campus					2		
Pacific Coast Campus					2		
Los Angeles Community College System	AFT	4,800 f/pt	1976	1978	2	10	6/30/83
East L.A. Col.					2		
L.A. City Col.					2		
L.A. Harbor Col.					2		
L.A. Metropolitan Col.					2		
L.A. Mission Col.					2		
L.A. Pierce Col.					2		
L.A. Southwest Col.					2		
L.A. Trade-Tech. Col.					2		
L.A. Valley Col.					2		
West L.A. Col.					2		
Los Rios Community College System	AFT	1,346 f/pt	1977	1977	2	3	6/30/87
Amer. River Col.					2		
Cosumnes River Col.					2		
Sacramento City Col.					2		

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
Los Rios Community College System (Cont'd.)							
Campus Center					2		
Amer. Riv. Col.							
Marin Community College	AFT (NEA 1976)	550	1978	1980	2	2	6/30/87
Col. of Marin					2		
Indian Valley Col.					2		
Merced College	NEA	130	1976	1977	2	1	6/30/84
Monterey Peninsula Community College	NEA	400	1978	1980	2	1	6/30/86
Mount San Antonio College	NEA	744 ft	1976	1978	2	1	12/31/87
Mount San Jacinto College	NEA	44 ft	1977	1977	2	1	6/30/88
Napa College	NEA	103 ft 179 pt	1977	---	2	1	6/30/88
North Orange County Community College	NEA	550	1979	1981	2	2	6/30/87
Cypress Col.					2		
Fullerton Col.					2		
Palo Verde Community College	CTA/NEA (AFT 1976)	12	1981	1976	2	1	9/15/86

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
CALIFORNIA (Cont'd.)							
Pasadena City College	CTA/NEA	346	1979	1979	2	1	6/30/86
Peralta Community College District	AFT	500 ft 400 pt	1979	1980	2	5	6/30/84
Col. of Alameda					2		
Feather River Col.					2		
Laney Col.					2		
Merritt Col.					2		
Vista Col.					2		
Rancho Santiago Community College District	Ind.	266			2	1[5]	6/30/87
o Continuing Educ. Faculty	NEA	19			2	1	6/30/88
Rio Hondo Community College	CTA/NEA	355	1979	1980	2	1	6/30/86
Riverside Community College	NEA	600	1978	1980	2	1	9/30/82
Saddleback Community College	NEA/CTA	260 ft	1976	1976	2	2	6/30/87
North Campus South Campus		650 pt					
San Diego Community Colleges	CTA/NEA	475	1977	1977	2	3	6/30/87
San Diego City Col.					2		
San Diego Mesa Col.					2		
San Diego Miramar Col.					2		

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
CALIFORNIA (Cont'd.)							
San Diego Community College Adult Ed. System	AFT	120	1977	1977	2	10	6/30/86
Campus Centers:							
Clairemont Mesa					2		
East San Diego					2		
Ed. Cultural Complex					2		
Harbor View					2		
Kearny Mesa					2		
Midway					2		
Mira Mesa					2		
Navajo					2		
North Shores					2		
San Francisco Community College	AFT	1,957 f/pt	1978	1979	2	2	6/30/84
City Col. of San Fran.					2		
C.C. Centers					2		
Campus Centers:							
Alemany					2		
Chinatown C.C. Cntr.					2		
C.C. Skills Cntr.					2		
Downtown C.C. Cntr.					2		
John Adams Comm. Cntr.					2		
John O'Connell C.C. Cntr.					2		
Mission C.C. Cntr.					2		
San Joaquin Delta College	CTA/NEA	580 f/pt	1977	1977	2	1	6/30/87

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
CALIFORNIA (Cont'd.)							
San Jose Community College District	NEA	270 ft 690 pt	1977	1978	2	2	6/88
Evergreen Valley Col.					2		
San Jose City Col.					2		
San Mateo Cty. Community College District	AFT (NEA 1977)	953	1982	1978	2	3	6/30/85
Canada Col.					2		
Col. of San Mateo					2		
Skyline Col.					2		
Santa Barbara Community College	Ind.	740	1986	---	2	1	
Santa Clarita C.C. District[6]	CTA/NEA	56 ft	1977	1978	2	1	6/30/84
Santa Monica Community College	Ind.	250 ft 500 pt	1978	1979	2	1	9/7/86
Shasta College	NEA	134 ft 17 pt	1976	1976	2	1[7]	6/30/87
Sierra Joint Community College District	CTA/NEA	127 ft 180 pt	1977	1978	2	1	6/30/87
Solano Community College	NEA	128 ft 186 pt	1977	1977	2	1	6/30/89

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
CALIFORNIA (Cont'd.)							
Southwestern College (Sweetwater C.C. Dist.)	NEA	500 f/pt	1977	1979	2	1	6/30/84
State Center Community College District	AFT	333	1977	1977	2	2[8]	6/30/87
Fresno City Col.					2		
Kings River C.C.					2		
Taft College	CTA/NEA	30	1976	1977	2	1	6/30/87
University of California					4	9	
. Lecturers	AFT	1,877	1984	1986	4	9	6/30/88
. Librarians	UFL/AFT	401	1983	1984	4	9	6/30/86
. Registered Nurses	CNA	5,000	1983	1986	4	9	10/30/87
Berkeley					4		
Davis					4		
Irvine					4		
Los Angeles					4		
Riverside					4		
San Diego					4		
San Francisco					4		
Santa Barbara					4		
Santa Cruz					4		
o Faculty	AAUP/SCFA	437	1981	1982	4	1[9]	6/30/87
*University of San Francisco	CFT/AFT (Ind. 1975)	241 ft	1982	1976	4	1	6/21/86
o Adjunct Faculty	Ind.	275	1981	---	4	1	12/30/88
*University of San Francisco Law School	Ind.	25	1973	1974	4	1	6/30/87 salaries only

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
CALIFORNIA (Cont'd.)							
Ventura County Community College District	AFT	385 ft 900 pt	1977	1978	2	3	6/30/86
Moorpark Col.					2		
Oxnard Col.					2		
Ventura Col.					2		
Victor Valley College	NEA	70	1976		2	1	6/30/86
West Hills College	NEA	40	1977		2	1	6/30/84
Yosemite Community College District	NEA	515	1976	1978	2	2	6/30/88
Columbia Col.					2		
Modesto Jr. Col.					2		
Yuba College	NEA	155		1978	2	1	6/30/87
COLORADO							
Colorado Community College System	NEA	736	1979	---	2	16	
Aimes C.C.					2		
Arapahoe C.C.					2		
Colorado Mountain Col.					2		
. Comm. Ed. Unit					2		
. East Campus					2		
. West Campus					2		
Colo. Northwestern Col.					2		

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
COLORADO (Cont'd.)							
Denver-Auraria C.C.					2		
Front Range C.C.					2		
Red Rocks C.C.					2		
Lamar C.C.					2		
Morgan C.C.					2		
Northeastern Jr. Col.					2		
Otero C.C.					2		
Pikes Peak C.C.					2		
Pueblo C.C.					2		
Trinidad St. Jr. Col.					2		
Y*Loretto Heights College	NEA	80	1972	1973	4	1	5/31/87
*Regis College	AAUP	75 ft	1973	1973	4	1	8/14/87
University of Colorado (See also no agent listing)	AFT		1979[10]	---	4	4	
Univ. of Colo.-Boulder					4		
Univ. of Colo.-Colo. Springs					4		
Univ. of Colo.-Denver					4		
Univ. of Colo.-Hlth.Sci.Cntr.					4		
CONNECTICUT							
Connecticut Community College System	Ind./AAUP (AFSCME 1976)	850 ft	1978	1977	2	12	6/30/87

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
CONNECTICUT (Cont'd.)							
Asnuntuck C.C.					2		
Greater Hartford C.C.					2		
Housatonic Regional C.C.					2		
Manchester C.C.					2		
Mattatuck C.C.					2		
Middlesex C.C.					2		
Mohegan C.C.					2		
Northwestern Conn. C.C.					2		
Norwalk C.C.					2		
Quinebaug Valley C.C.					2		
South Central C.C.					2		
Tunxis C.C.					2		
o Part-time	Ind.	800	1985		2	12	6/30/87
Connecticut State Univ. System	AAUP	1,980	1976	1976	4	4	8/27/87
Central Conn. St. Col.					4		
Eastern Conn. St. Col.					4		
Southern Conn. St. Col.					4		
Western Conn. St. Col.					4		
o Administrative Faculty	AFSCME	279	1976		4	4	6/30/86
Connecticut State Technical Colleges	AFT	236 ft	1976	1977	2	5	8/31/85
Greater New Haven St. Tech. Col.					2		
Hartford St. Tech. Col.					2		
Norwalk St. Tech. Col.					2		
Thames Valley St. Tech. Col.					2		
Waterbury St. Tech. Col.					2		
o Administrators	AFSCME	45	1980	1983	2	5	6/30/89

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
CONNECTICUT (Cont'd.)							
*Mitchell College	AFT	25 ft	1975	1975	2	1	6/30/87
*Post College[11]	PCFA/Ind.	32	1978	1979	4	1	6/30/85
*Quinnipiac College	AFT	160 ft	1975	1975	4	1	6/30/85
U.S. Coast Guard Academy	AFGE	51	1975	1978	4	1	6/15/79
*University of Bridgeport	AAUP	245	1973	1974	4	1	8/31/87
University of Connecticut	AAUP	1,328	1976	1977	4	6	6/30/89
Hartford					4		
Southeastern					4		
Stamford					4		
Storrs					4		
Torrington					4		
Waterbury					4		
o Non-teaching professionals	AFT	680	1976	1977	4	6	6/30/89
o Health Center	AFT	1,183	1978	1978	4	1	6/30/87
DELAWARE							
Delaware State College	AAUP	175	1977	1981	4	1	8/31/86
University of Delaware	AAUP	790 ft	1972	1973	4	1	6/30/88

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
DISTRICT OF COLUMBIA							
*American University Adjunct Faculty	ELIFA	37	1982	1982	4	1	12/31/84
*Antioch College School of Law[12]	AFT	16 f/pt	1976	1976	4	1	9/30/83
University of the District of Columbia	NEA	600	1978	1980	4	3	9/30/81 (extended)
Georgia/Harvard Str. Campus					4		
Mount Vernon Sq. Campus					4		
Van Ness Campus					4		
FLORIDA							
Brevard Community College	UFF/NEA[13] (AFT 1976 UCCFF 1977)	225	1981	1981	2	3	6/30/85
Cocoa Campus					2		
Melbourne Campus					2		
Titusville Campus					2		
Broward Community College	UFF/NEA/AAUP (UFC/AFT/AAUP 1981)	285	1981	1981	2	4	8/3/86
Allied Health Center Campus					2		
Central Campus					2		
North Campus					2		
South Campus					2		

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
FLORIDA (Cont'd.)							
Chipola Junior College	NEA	57	1976		2	1	6/30/83
Edison Community College	AFT (FCCFF 1977)	104	1976	1979	2	1	6/30/89
Y*Florida Memorial College	UFF/NEA	40	1979		4	1	
Florida State University System	UFF/NEA (AFT[14])	6,186 ft	1976	1976	4	9	6/30/88
Florida Agric. & Mech. Univ.					4		
Florida Atlantic Univ.					4		
Florida Internat'l Univ.					4		
Florida State Univ.					4		
Univ. of Central Florida					4		
Univ. of Florida					4		
Univ. of N. Florida					4		
Univ. of S. Florida					4		
Univ. of W. Florida					4		
Hillsborough Community College	FUSA/NEA	198	1974	1974	2	3	8/25/89
Dale Mabry Campus					2		
Plant City Campus					2		
Ybor Campus					2		
Indian River Community College	AAUP	100 ft	1973	1975	2	1	7/31/85

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
FLORIDA (Cont'd.)							
Palm Beach Junior College[15]	AFT (AFT 1975 UCCFF 1977)	187	1975	1978	2	4	6/30/86
Central Campus					2		
Glade Campus					2		
North Campus					2		
South Campus					2		
Pensacola Junior College	NEA	250	1985	---	2	1	
*Saint Leo College	UFF/NEA (AFT 1976)	43	1979	1978	4	1	6/5/83
HAWAII							
University of Hawaii	UHPA/AAUP/ NEA	2,700 ft	1974	1975	2/4	9	6/30/87
Hilo					4		
Honolulu C.C.					2		
Kapiolani C.C.					2		
Kauai C.C.					2		
Leeward C.C.					2		
Manoa					4		
Maui C.C.					2		
West Oahu Col.					4		
Windward C.C.					2		

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
ILLINOIS							
Belleville Area College	AAUP/AFT	120 ft	1967	1967	2	1	8/15/87
Black Hawk College	IFT/AFT	150	1984	---	2	2	8/7/87
East Campus					2		
Quad Campus					2		
Carl Sandburg College	NEA	52 ft	1975	---	2	1	8/31/88
City Colleges of Chicago (Cook County)	AFT	1,348 ft	1966	1967	2	8	7/15/86
City-wide Col.					2		
Kennedy-King Col.					2		
The Loop Col.					2		
Malcolm X Col.					2		
Olive-Harvey Col.					2		
Richard J. Daley Col.					2		
Truman Col.					2		
Wright Col.					2		
College of Lake County	AFT (NEA 1971)	176 ft	1973	1973	2	1	8/10/87
*East St. Louis Community College[16]	IFT/AFT	45	1980	1982	2	1	6/30/82
Highland Community College	AFT	40	1968	1968	2	1	8/20/88
Illinois Board of Governors[17]	IFT/AFT/UPI	1,750	1976	1977	4	5	8/31/82
Chicago St. Univ.					4		
Eastern Illinois Univ.					4		
Governors St. Univ.					4		
Northeastern Univ.					4		
Western Illinois Univ.					4		

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
ILLINOIS (Cont'd.)							
Illinois Central College	Ind.	193 ft 400 pt	1977	1977	2	1	7/31/83
Illinois Valley Community College	AFT	67 ft	1966	1966	2	1	8/87
John A. Logan College	IEA/NEA	55 ft	1972	1972	2	1	8/31/87
Joliet Junior College	AFT	157 ft	1967	1967	2	1	8/15/86
Kankakee Community College	AFT	52	1984	---	2	1	
Kishwaukee Community College	AFT	80	1986	---	2	1	
Lake Land College	AFT	104 ft	1968	1970	2	1	8/19/86
Lewis and Clark Community College	NEA	72 ft	1979	1979	2	1	6/30/88
McHenry County College	NEA	55 ft	1971	1972	2	1	6/30/87
Moraine Valley Community College	AFT	189	1972	1972	2	1	6/30/87
o Support Staff	CCCTU/AFT	196	1984	1984	2	1	6/30/89
Morton College	AFT	63 ft 200 pt	1967		2	1	8/23/89
Oakton Community College	NEA	149	1986	1986	2	1	1989
Prairie State College	AFT	97 ft	1969	1969	2	1	6/87
Rend Lake College	AFT	52	1985	1986	2	1	8/88
Sauk Valley College	NEA	64 ft	1969	1970	2	1	6/30/87

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
ILLINOIS (Cont'd.)							
State Community College	AFT	43	1983	---	2	1	2/28/87
Thornton Community College	AFT	123	1971	1972	2	1	8/15/86
Triton College	AFT	236 ft	1973		2	1	6/30/87
Waubonsee Community College	AFT	73	1968	1970	2	1	6/8/86
William Rainey Harper College	AFT	193	1976	1976	2	1	8/15/88
IOWA							
Des Moines Area Community College	NEA	221 f/pt	1976	1976	2	4	8/19/88
Ankeny Campus					2		
Boone Campus					2		
Urban Campus					2		
Carroll Campus					2		
Eastern Iowa Community College District IX	NEA	151 f/pt	1975	1976	2	3	8/13/87
Clinton C.C.					2		
Muscatin C.C.					2		
Scott C.C.					2		
Hawkeye Institute of Technology	NEA	118 ft	1980	1981	2	1	6/30/84
Iowa Central Community College	NEA	100 ft	1975	1976	2	1	6/30/85

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
IOWA (Cont'd.)							
Iowa Lakes Community College	NEA	87 f/pt	1975	1976	2	2	6/30/82
Main Campus					2		
South Campus					2		
Iowa Western Community College	NEA	111 ft	1975	1976	2	1	8/28/88
Kirkwood Community College	NEA	178 f/pt	1975	1976	2	1	8/29/87
Northeast Iowa Technical Institute (Area I)	NEA	71 ft 16 pt	1975	1976	2	2	8/15/87
Calmar Campus					2		
Peosta Campus					2		
Northwest Iowa Technical College (Area IV)	NEA	37 ft	1975	1976	2	1	6/30/86
Southeastern Community College	NEA	78 ft	1975	1976	2	2	6/30/86
North Campus					2		
South Campus					2		
Southwestern Community College	NEA	37 f/pt	1975	1976	2	1	7/31/87
*University of Dubuque	NEA	46 f/pt	1973	1973	4	1	8/84

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
IOWA (Cont'd.)							
*University of Dubuque Seminary	NEA	13	1973	1974	2	1	8/31/85
University of Northern Iowa[18]	NEA (AAUP/NEA 1976)	580 f/pt	1980	1977	4	1	6/30/87
Western Iowa Technical Community College[19]	NEA	64 ft	1976	1978	2	1	6/30/87
KANSAS							
Butler County Community College	NEA	81 ft	1971	1971	2	1	7/31/85
Cloud County Community College	NEA	45 ft	1970	1973	2	1	6/86
Coffeyville Community College	Ind. (NEA 1980)	35 ft	1982	---	2	1	6/30/87
Colby Community College	Ind.	49	1972	1975	2	1	5/14/82
Cowley County Community College	NEA	44	1969	1970	2	1	5/86 (Memo of Under-standing)
Dodge City Community College	Ind.	45 ft	1974	---	2	1	6/30/87

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
KANSAS (Cont'd.)							
Fort Scott Community College	Ind. (NEA 1974)	34	1984	1985	2	1	6/30/87
Garden City Community College	NEA	65 ft	1971	1973	2	1	6/87
Hutchinson Community College	NEA	80 f/pt		1969	2	1	6/30/87
Independence Community College	NEA	30	1970	1970	2	1	6/82
Johnson County Community College	NEA	205 ft	1980	1981	2	1	6/30/88
Kansas City Community College	NEA	94 ft	1971	1971	2	1	6/30/87
Labette Community College	NEA	35	1970	1970	2	1	8/86
Pittsburg State University	NEA	210	1974	1978	4	1	6/30/88
Pratt Community College	NEA	30	1977	1977	2	1	6/30/88

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
MAINE							
Maine Vocational Technical Institute	NEA/MTA	520		1971	2	6	6/30/86
Central Maine Voc. Tech. Institute					2		
Eastern Maine Voc. Tech. Institute					2		
Kennebec Valley Voc. Tech. Institute					2		
Northern Maine Voc. Tech. Institute					2		
Southern Maine Voc. Tech. Institute					2		
Washington Cnty Voc. Tech. Institute					2		
University of Maine	NEA	1,200 ft	1978	1979	4	7	6/30/87
Univ. of Maine-Augusta					4		
Univ. of Maine-Farmington					4		
Univ. of Maine-Fort Kent					4		
Univ. of Maine-Machias					4		
Univ. of Maine-Orono					4		
Univ. of Maine-Presque Isle					4		
Univ. of Southern Maine					4		
o Part-time Faculty	AFT	288	1986	---	4	7	
MARYLAND							
Community College of Baltimore	AFT	162 ft	1969	1970	2	2	6/30/88

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
Community College of Baltimore (Cont'd.)							
Harbor Campus					2		
Liberty Campus					2		
Montgomery College	AAUP	368	1980	1982	2	3	1990
Germantown Campus					2		
Rockville Campus					2		
Takoma Park Campus					2		
Towson State University	AAUP	500	1973		4	1	Informal agreement
MASSACHUSETTS							
*Becker Junior College	AFT	22	1974	1975	2	2	6/30/83
Leicester Col.					2		
Worcester Col.					2		
*Berklee College of Music	AFT	151 ft	1985	1986	4	1	6/1/89
o Part-time	AFT	54 pt	1985	1986	4	1	6/1/89
Y*Curry College[20]	AAUP	64 ft 25 pt	1979	1981	4	1	8/31/86
*Emerson College	AAUP	82 ft	1975	1976	4	1	8/31/87
*Endicott College	NEA	39 ft	1973	1974	2	1	9/1/87
*Laboure College	NEA	23 ft	1975	1979	2	1	6/30/87

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
Board of Regents of Higher Ed.[21]							
Massachusetts Community College System[22]	NEA/MTA/ MCCC	1,600	1976	1976	2	15	6/30/86
Berkshire C.C.					2		
Blue Hills C.C.					2		
Bristol C.C.					2		
Bunker Hill C.C.					2		
Cape Cod C.C.					2		
Greenfield C.C.					2		
Holyoke C.C.					2		
Mass. Bay C.C.					2		
Massasoit C.C.					2		
Middlesex C.C.					2		
Mt. Wachusett C.C.					2		
North Shore C.C.					2		
Northern Essex C.C.					2		
Quincy Jr. Col.					2		
Quinsigmond C.C.					2		
Roxbury C.C.					2		
Springfield Tech. C.C.					2		
o Div. of Continuing Ed.	NEA/MTA/MCCC	1,800 ft/pt	1986	---	2	15	
Massachusetts State Colleges[23]	NEA/MTA	1,535	1977	1979	4	9	6/30/86
Bridgewater St. Col.					4		
Fitchburg St. Col.					4		
Framingham St. Col.					4		
Mass. College of Art					4		
Mass. Maritime Academy					4		
North Adams St. Col.					4		
Salem St. Col.					4		
Westfield St. Col.					4		
Worcester St. Col.					4		
o Professional Administrators	APA/MTA/NEA	447	1979	---	4	9	

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
MASSACHUSETTS (Cont'd.)							
Y*Simon's Rock of Bard College	AFT (SRFBC/AAUP) 1980	30	1984	1981	4	1	6/30/87
Southeastern Massachusetts University	AFT	300	1970	1970	4	1	6/30/86
o Part-time and Visiting Lecturers	AFT	38	1985	---	4	1	
University of Lowell	MSP/MTA/NEA	529 ft	1970		4	3	6/30/89
University of Massachusetts[24]	NEA	1,643	1977	1978	4	2	6/30/83
Amherst Campus					4		
Boston Campus					4		
*Wentworth Institute of Technology	AFT	118	1973	1976	4	1	8/31/86
MICHIGAN							
Y*Adrian College	NEA	56	1975	1977	4	1	8/31/88
Alpena Community College	NEA	50	1965	1965	2	1	8/21/88
*Baker Junior College of Business	NEA	20 ft	1978	1978	2	1	8/31/82
Bay de Noc Community College	NEA (Ind. 1971)	46 ft	1973	1971	2	1	8/30/86

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
MICHIGAN (Cont'd.)							
Central Michigan University	NEA (NEA 1969)	570	1977	1970	4	1	6/30/87
*Detroit College of Business	NEA (Ind. 1971)	22 ft	1973	1971	4	1	6/30/90
Eastern Michigan University	AAUP	600 ft	1974	1974	4	1	8/31/87
Ferris State College	NEA	507 ft	1973	1973	4	1	6/30/87
Glen Oaks Community College	NEA	28 ft	1968	1968	2	1	8/31/83
Gogebic Community College	NEA	48	1965	1965	2	1	8/15/86
Grand Rapids Junior College	Ind.	320	1965	1965	2	1	8/21/83
Henry Ford Community College	AFT	212	1965	1966	2	2	8/31/85
Dearborn Hts. Campus					2		
Main Campus					2		
Campus Center Miller-Searle Cntr.					2		
Highland Park Community College	AFT	400	1966	1967	2	1	6/30/82
Jackson Community College	NEA	120 ft	1965	1966	2	1	8/31/87
Kalamazoo Valley Community College	NEA	94	1969	1969	2	1	5/31/86

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
MICHIGAN (Cont'd.)							
Kellogg Community College	MEA/NEA (AFT 1967)	95 ft	1968	1968	2	1	8/15/88
Y*Kendall School of Design	NEA	50	1974	---	3/4	1	
Kirtland Community College	AFT/MFT (Ind. 1969, NEA 1973)	16 ft	1985	1971	2	1	6/30/87
Lake Superior State College	NEA	105 ft	1978	1978	4	1	9/1/88
o Support Staff	MEA/NEA				4	1	8/31/87
Lansing Community College	NEA	900 f/pt	1968	1969	2	1	9/16/87
o Administrative Assn.	Ind.	60 ft	1977	1978	2	1	6/30/88
Macomb County Community College	Ind.	360 ft	1966	1967	2	2	8/13/88
Center Campus					2		
South Campus					2		
Michigan State University							
o Administrative Professionals	Ind.	550	1985	1985	4	1	9/30/88
o Administrative Staff	Ind./NEA	550	1985	1985	4	1	9/30/88
Mid-Michigan Community College	MEA/NEA	40 ft	1968	1968	2	1	8/23/88
Monroe County Community College	NEA	52 ft	1973	1969	2	1	8/31/89
Montcalm Community College	NEA	25 ft	1968	1968	2	1	8/5/88

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
MICHIGAN (Cont'd.)							
Mott Community College	NEA	206	1966	1966	2	1	8/15/86
Muskegon Community College	NEA	125 ft	1965	1967	2	1	8/31/86
North Central Michigan College	NEA	35	1980	1981	2	1	8/31/84
Northern Michigan University	AAUP	283 ft	1975	1976	4	1	6/30/87
o Skills Center Instructors	NEA	46	1980		2	1	8/25/86
Oakland Community College	NEA/MEA	301	1971	1966	2	4	8/31/89
Auburn Hills Campus					2		
Highland Lakes Campus					2		
Orchard Ridge Campus					2		
Southeast Campus					2		
Oakland University	AAUP	330 ft	1970	1971	4	1	8/14/88
Saginaw Valley State College	NEA	97 ft	1972	1972	4	1	6/30/87
St. Clair County Community College	NEA	98	1968	1970	2	1	8/30/88
Schoolcraft College	NEA	137 ft 200 pt	1972	1968	2	1	8/22/88
*University of Detroit	NEA	167 ft	1975	1977	4	1	8/15/86

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
MICHIGAN (Cont'd.)							
University of Michigan Teaching Assistants	AFT	1,800	1976	1976	4	3	3/1/87
Ann Arbor					4		
Dearborn					4		
Flint					4		
Washtenaw Community College	NEA	169 ft	1966	1967	2	1	8/31/87
Wayne County Community College	AFT	198 ft 637 pt	1970	1970	2	3	8/31/87
Downriver Region					2		
Eastern Region					2		
Northwestern Region					2		
o Administrative Unit	Ind.	---	---	---	2	3	1986
Wayne State University	AAUP	1,375 f/pt	1972	1972	4	1	7/31/88
West Shore Community College	Ind. (Ind. 1970, NEA 1984)	28 ft 58 pt	1985	1970	2	1	8/21/88
Western Michigan University	AAUP	780 f/pt	1975	1976	4	1	9/6/87

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
MINNESOTA							
Minnesota Community College System	NEA	1,500	1972	1973	2	18	6/30/87
Anoka-Ramsey C.C.					2		
Arrowhead C.C. District					2		
Hibbing C.C.					2		
Itasca C.C.					2		
Mesabi C.C.					2		
Rainy River C.C.					2		
Vermilion C.C.					2		
Austin C.C.					2		
Clearwater C.C. District					2		
Brainerd C.C.					2		
Fergus Falls C.C.					2		
Northland C.C.					2		
Inver Hills C.C.					2		
Lakewood C.C.					2		
Minneapolis C.C.					2		
Normandale C.C.					2		
North Hennepin C.C.					2		
Rochester C.C.					2		
Willmar C.C.					2		
Worthington C.C.					2		
Minnesota State University System	NEA/IFO/MEA	2,250	1975	1976	4	7	6/30/87
Bemidji St. Univ.					4		
Mankato St. Univ.					4		
Metropolitan St. Univ.					4		
Moorhead St. Univ.					4		
Saint Cloud St. Univ.					4		
Southwest St. Univ.					4		
Winona St. Univ.					4		
University of Minnesota	NEA	320	---	1982	2/4	525	6/30/87

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
University of Minnesota (Cont'd.)							
Duluth Campus			1980		4		
Waseca Campus			1981		2		
MISSOURI							
*Park College	AFT	35	1976	1977	4	1	4/30/82
St. Louis Community College	NEA	512 ft	1978	1983	2	3	6/30/85
Florissant Valley					2		
Forest Park					2		
Meramec					2		
MONTANA							
Dawson Community College	AFT	25 f/pt	1975	1975	2	1	6/30/86
Eastern Montana College	AAUP (AAUP/AFT 1975)	144 f/pt	1978	1976	4	1	6/30/85
Miles Community College	Ind.	26	1973		2	1	6/30/85

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
MONTANA (Cont'd.)							
Northern Montana College	AFT (NEA 1975)	85	1979	1976	4	1	6/30/87
University of Montana	AFT	462 f/pt	1978	1979	4	1	6/30/87
Western Montana College	AFT (NEA 1975)	44 ft	1983	1975	4	1	6/30/85
NEBRASKA							
Central Community College[26]	CCEA	115	1985	1976	2	3	8/14/86
Columbus-Region 1					2		
Grand Island-Region 2					2		
Hastings-Region 3					2		
Metropolitan Technical Community College	NEA	125 ft	1974	1974	2	3	6/30/87
Elkhorn Valley					2		
Main Campus					2		
South Campus					2		
Mid-Plains Technical Community College Area	NEA	85	1976	1976	2	2	1986
McCook					2		
North Platte					2		

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
NEBRASKA (Cont'd.)							
Nebraska State Colleges	SCEA/NEA	400	1972		4	4	6/31/89
Chadron St. Col.					4		
Kearney St. Col.					4		
Peru St. Col.					4		
Wayne St. Col.					4		
Southeast Technical Community College	Ind. (NEA 1975)	200	1979	1975	2	3	6/30/87
Beatrice Campus					2		
Lincoln Campus					2		
Milford Campus					2		
University of Nebraska (Omaha)	AAUP	400	1979	1981[27]	4	1	6/30/85
University of Nebraska College of Law (Lincoln) (See also "No Agent" Listing)	Ind.	25	1976	---	4	1	
Western Technical Community College Area	NEA	70	1976	---	2	2	8/31/87
Neb. Western Col.-Scottsbluff					2		
Western Neb. Tech. Col.-Sidney					2		

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Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
NEW HAMPSHIRE							
*Franklin Pierce College	AFT	62 f/pt	1974	1974	4	1	8/31/88
Keene State College[28]	NEA	156 ft	1977	1979	4	1	6/30/87
NEW JERSEY							
Atlantic Community College	NEA	109	1968	1970	2	1	6/30/87
Bergen Community College	NEA	245 ft	1968	1969	2	1	6/30/88
*Bloomfield College	AAUP	50 f/pt	1973	1975	4	1	6/30/87
Brookdale Community College	NEA	185	1971	1974	2	1	6/30/83
Burlington County College	NEA	105	1970	1971	2	1	6/30/87
Camden County College	NEA (NEA 1968; AFT 1972)	96	1980		2	1	6/30/84
Main Campus-Blackwood					2		
Campus Center Camden					2		

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
NEW JERSEY (Cont'd.)							
County College of Morris	NEA (Ind. 1974)	180	1975	1975	2	1	8/31/88
Cumberland County College	NEA	47	1968	1969	2	1	6/30/88
Essex County College	NEA	168	1968	1970	2	1	8/30/87
Y*Fairleigh Dickinson University	AAUP	495 f/pt	1974	1975	2/4	4	8/31/86
Edward Williams Col.					2		
Florhan-Madison Campus					4		
Rutherford Campus					4		
Teaneck Campus					4		
Gloucester County College	AFT (NEA 1968)	74 ft	1972	1969	2	1	6/30/87
Mercer County Community College	NEA	111 ft	1970	1971	2	1	6/30/90
Main Campus					2		
Campus Center Kerney Center					2		
o Technical Assistants	AFT	40 ft	1980	---	2	1	6/30/89
Middlesex County College	AFT	250	1968	1968	2	1	6/30/88
*Monmouth College	AAUP (NEA 1971)	145 ft	1978	1971	4	1	6/30/88

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
NEW JERSEY (Cont'd.)							
New Jersey Institute of Technology	Ind.	315	1970	1971	4	1	6/30/86
New Jersey State College System	AFT (NEA 1969)	3,200	1972	1970	4	8	6/30/89
Glassboro St. Col.					4		
Jersey City St. Col.					4		
Kean Col. of New Jersey					4		
Montclair St. Col.					4		
Ramapo Col. of New Jersey					4		
Stockton St. Col.					4		
Trenton St. Col.					4		
William Paterson Col. of NJ					4		
Ocean County College	NEA	101 ft	1968	1968	2	1	8/31/87
Passaic County Community College	NEA	54 ft	1972	1972	2	1	8/20/87
*Rider College	AAUP	248 f/pt	1973	1974	4	1	8/31/88
Rutgers State University of New Jersey	AAUP	2,516 1,150(TA)	1970	1971	4	3	6/30/86
Camden Campus					4		
New Brunswick Campus					4		
Newark Campus					4		
o Part-time	Ind.	80	1978		4	3	
Salem Community College	NEA	32	1975	1976	2	1	6/30/82

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
NEW JERSEY (Cont'd.)							
Somerset County College	AFT (NEA)	92	1973		2	1	6/30/87
*Union County College[29]	AAUP	180 ft	1974	1975	2	2	8/31/86
Main Campus-Cranford					2		
Scotch Plains Campus					2		
Campus Center							
Elizabeth Skills Center					2		
University of Medicine and Dentistry of New Jersey	AAUP	969 ft	1972	1973	4	5	6/30/86
Grad. School of Biomedical Sciences					4		
New Jersey Dental School					4		
New Jersey Medical School					4		
New Jersey School of Osteopathic Medicine					4		
Rutgers Medical School					4		
NEW YORK							
*Adelphi University[30]	AAUP	540 f/pt	1972	1973	4	1	8/31/87

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
NEW YORK (Cont'd.)							
Adirondack Community College	NEA (ACCF 1970; AFT 1978)[31]	100	1985	1970	2	1	8/31/87
*Bard College	AAUP	127	1972	1973	4	1	6/30/87
Broome Community College	NYEA/NEA (AFT 1969)	208	1979	1969	2	1	8/31/86
Cayuga County Community College	NYEA/NEA (NEA 1970; ACCF 1972)	80 ft	1978	1970	2	1	8/31/86
City University of New York	PSC/AAUP AFT[32]	9,525 ft 4,996 pt	1969	1969	2/4	20	8/31/87
Baruch College					4		
Bor. of Manhattan C.C.					2		
Bronx C.C.					2		
Brooklyn College					4		
City College					4		
College of Staten Island					2/4		
. St. George's Campus					2		
. Sunnyside Campus					4		
Grad. School & Univ. Center					4		
Hostos C.C.					2		
Hunter College					4		
John Jay Col. of Criminal Justice					4		
Kingsborough C.C.					2		
LaGuardia C.C.					2		
Lehman College					4		
Medgar Evers College					4		
Mt. Sinai School of Medicine					4		

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
City University of New York (Cont'd.)							
New York City Tech. College					2		
Queens College					4		
Queensborough C.C.					2		
York College					4		
Clinton Community College	NYEA/NEA (ACCF 1972)	55 ft	1978	1973	2	1	8/31/88
*College of Insurance	AFT	55	1974	1978	4	1	
Columbia Greene Community College	NYEA/NEA (NYSUT/AFT 1971)/	41 f/pt	1979	1971	2	1	8/31/86
Community College of the Finger Lakes	NYEA/NEA (ACCF 1974)	124 ft	1978	1975	2	1	8/31/88
Y*Cooper Union	AAUP	20	1986	---	4	1	
Cornell University ILR[33]	NYSUT	200 pt	1981	1981	4	2	8/31/86
Long Island Campus					4		
New York City Campus					4		
*Culinary Institute of America	Ind.	90	1979	1979	2	1	5/31/88
*Dowling College[34]	NYSUT/AFT (AAUP 1969)	64	1978	1979	4	1	8/31/88

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
NEW YORK (Cont'd.)							
Dutchess Community College	NYSUT/AFT	209	1968	1969	2	1	8/31/87
o Adjunct	NYSUT/AFT	250	1985	---	2	1	
*D'Youville College	AAUP	69 ft	1976	1977	4	1	8/31/85
Erie Community College	NYEA/NEA (NEA 1971; ACCF 1972)	467	1978	1978	2	3	8/31/87
City Campus					2		
North Campus					2		
South Campus					2		
Fashion Institute of Technology	AFT (NYSUT/AFT)	200 500-Adjunct 319 ft-staff 85 pt-staff	1976	1967	2	1	8/31/87
*Fordham University Law School (See also "No Agent" Listing)	Ind.	26	1971	---	4	1	
Fulton-Montgomery Community College	NYEA/NEA (NEA 1969; ACCF 1972)	70 ft	1978	1969	2	1	8/31/86
Genesee Community College	NYEA/NEA (NEA 1970; ACCF 1972)	103 ft	1978	1970	2	1	8/31/88
Herkimer County Community College	Ind.	67	1975	1977	2	1	8/31/85

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
NEW YORK (Cont'd.)							
Hofstra University	AAUP	360 f/pt	1973	1974	4	1	8/31/88
Hudson Valley Community College	Ind. (NYEA/NEA NEA 1969; ACCF 1972)	250 ft	1983	1969	2	1	8/31/85
Hudson Valley C.C.					2		
Campus Center Cptl District Educational Opportunity Center	NYSUT	2,346	1976	1976	2	1	8/31/85
Jamestown Community College	Ind. (NEA 1970)	120	1972	1970	2	1	8/31/86
Main Campus					2		
Campus Center Cattaraugus Center					2		
Jefferson Community College	NYEA/NEA	70 ft	1975	1969	2	1	8/31/88
Y* Long Island University-Brooklyn Center	AFT/NYSUT (AFT 1970)	250	1976	1972	2	1	8/31/88
Y* o College of Pharmacy	AAUP	30	1978	1979	4	1	10/31/86

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
NEW YORK (Cont'd.)							
Y*Long Island University-C.W. Post Center	AFT (NYSUT 1973)	350	1976	1975	4	1	8/31/88
o Adjunct Faculty	NYEA/NEA	1,000	1978	1979	4	1	10/31/87
Y*Long Island University-Southampton Center	AFT (NYSUT 1973)	72	1976	1975	4	1	8/31/88
*Marymount College	AAUP	60	1976	1977	4	1	8/31/88
Mohawk Valley Community College	NYSUT/AFT	140 ft	1972	1972	2	1	8/31/84
Monroe Community College	NYSUT/AFT	360 f/pt		1968	2	1	8/31/87
Nassau Community College	NYSUT/AFT (Ind.)	675	1976	1969	2	1	8/31/88
o Adjunct Faculty	NYSUT/AFT	700	1973	1974	2	1	9/30/84
*New York Institute of Technology	AAUP	250	1970	1971	4	2	8/31/86
New York City Campus					4		
Old Westbury-Main Campus					4		
*New York University Law School (See also "No Agent" Listing)	Ind.		1973	---	4	1	
Niagara County Community College	NYEA/NEA (ACCF)	150	1978	1969	2	1	8/31/86

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
NEW YORK (Cont'd.)							
*Niagara University	Ind.		1975	1979	4	1	8/31/82
North Country Community College	NYEA/NEA (NEA 1969; ACCF 1972)	50 ft	1978	1970	2	1	8/31/90
Onondaga Community College	NYSUT/AFT	200 ft 230 pt	1967		2	1	8/31/86
Orange County Community College	NYEA/NEA (NEA 1969; ACCF 1972)	125	1978	1969	2	1	8/31/84
o Staff & Chairmen	Ind.	55	1969	1969	2	1	8/31/84
Y*Pratt Institute	AFT AFT 1971; NYSUT)	120 ft 350 pt	1971	1972	4	2	8/31/89
Brooklyn					4		
Pratt Manhattan Center					4		
Rockland Community College	NYSUT/AFT	145	1969		2	1	8/31/81
*St. John's University	AAUP/Ind.	555 ft 303 pt	1970	1970	4	2	8/31/87
Queens					4		
Staten Island					4		
Schenectady County Community College	NYEA/NEA (NEA 1970; ACCF 1972)	51 ft	1978	1971	2	1	8/31/88

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
State University of New York	UUP/[36] AFT (NYSUT 1971; UUP/AFT 1976)	16,200 ft	1978	1971	2/4	34	6/30/88
Agriculture & Technical Cols.					2		
Alfred					2		
Canton					2		
Cobleskill					2		
Delhi					2		
Farmingdale					2		
Morrisville					2		
Coll. of Agric. and Life Sci. at Cornell Univ.					4		
Coll. of Ceramics at Alfred Univ.					4		
Coll. of Environmental Sci. and Forestry at Syracuse					4		
Coll. of Human Ecology at Cornell Univ.					4		
Coll. of Technology at Utica/Rome					4		
Coll. of Veterinary Med. at Cornell Univ.					4		
Empire State College					4		
Maritime Coll. at Fort Schuyler					4		
School of Indus. & Labor Rels. at Cornell Univ.					4		
State University Colleges					4		
Brockport					4		
Buffalo					4		
Cortland					4		
Fredonia					4		
Geneseo					4		
New Paltz					4		
Old Westbury					4		
Oneonta					4		
Oswego					4		

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
State University of New York (Cont'd.)							
Plattsburgh					4		
Potsdam					4		
Purchase					4		
State University of New York					4		
Albany					4		
Binghamton					4		
Buffalo (& Hlth. Sci. Center)					4		
Stony Brook (& Hlth. Sci. Center)					4		
Medical Centers					4		
Coll. of Optometry at New York City					4		
Downstate Med. Center at Brooklyn					4		
Upstate Med. Center at Syracuse					4		
Suffolk County Community College	NYSUT/AFT	430	1970	1970	2	3	8/31/84
Eastern Campus (Riverhead)					2		
Selden Campus					2		
Western Campus (Brentwood)					2		
o Guild of Administrative Offices	AFSCME	80	1970	1970	2	3	8/31/84
Sullivan County Community College	NEA (ACCF 1974)	120	1978	1976	2	1	8/31/87
o Professional Staff	NEA				2	1	8/31/87
*Taylor Business Institute	AFT	80	1969	1970	2	1	6/89

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
NEW YORK (Cont'd.)							
Tompkins-Cortland Community College	NYEA	78	1982	1983	2	1	1986
*Trocaire College	Ind.	42 ft 32 pt	1974	1981	2	1	8/15/87
Ulster County Community College	NYEA/NEA (NEA 1970; ACCF 1972)	90	1978	1970	2	1	8/31/86
o Administrative Staff	OPAP(Ind)	---	---	1980	2	1	8/31/87
U.S. Merchant Marine Academy	AFGE	75	1978	1968	4	1	1974
*Utica College of Syracuse University	AAUP	105 ft	1976	1977	4	1	8/31/87
*Vassar College (Nurses)	CWA	23	1985	---	4	1	
Westchester Community College	NYSUT/AFT	210	1969	1969	2	1	8/31/85
OHIO							
Central State University	AAUP	90	1985	1985	4	1	12/88
Cuyahoga Community College District	AAUP	345 ft	1977	1978	2	3	9/1/89
Eastern Campus					2		
Metropolitan Campus					2		
Western Campus					2		

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
OHIO (Cont'd.)							
*Dyke College	AFT	19 ft	1975	1976	4	1	8/31/85
Edison State College	NEA	43	---		2	1	8/31/89
Jefferson Technical College	NEA	46	1985	1986	2	1	12/31/88
Kent State University	AAUP[37] (AAUP/NEA 1975)	800 ft	1979	1978	2/4	7	9/16/87
Ashtabula Regional Campus					2		
East Liverpool Regional Campus					2		
Main Campus					4		
Salem Regional Campus					2		
Stark County Regional Campus					2		
Trumbull Regional Campus					2		
Tuscarawas Regional Campus					2		
Lakeland Community College	NEA	114 ft	1978	1978	2	1	8/31/86
Northwest Technical College	NEA	26	1975	1973	2	1	8/31/88
*Rio Grande College	Ind.	76	1976		4	1	Salaries Only-6/85 Tenure - 9/87
Shawnee State Community College	NEA	78 ft 68 Spt	1975	1976	2	1	6/30/83

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
OHIO (Cont'd.)							
Southern State Community College	NEA	29	1985	1986	2	1	8/31/89
Terra Technical College	NEA	47	1985	1986	2	1	8/31/88
University of Cincinnati	AAUP	1,575	1975	1976	2/4	4	8/31/86
Main Campus-University Col.					4		
Campus Centers							
Clermont General & Tech. College					2		
College of Applied Science					2		
Raymond Walters College					2		
Y*Wilberforce University	AAUP	49 ft	1979	1979	4	1	8/31/86
Youngstown State University	NEA	410 ft	1972	1973	2/4	1	6/14/89
OREGON							
Blue Mountain Community College	NEA	73 ft	1975	1976	2	1	6/30/87
Central Oregon Community College	Ind. 1985[38] (Ind. 1975) (NEA 1979)	68 ft 5 pt	1985	1977	2	1	6/30/86
Chemeketa Community College	NEA	222 f/pt	1974	1974	2	1	6/30/85

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
OREGON (Cont'd.)							
Clackamas Community College	NEA/OEA	157 ft	1975	1973	2	1	6/30/87
Clatsop Community College	NEA	37 ft	1975	1975	2	1	6/30/87
Lane Community College	NEA	298 ft	1974	1974	2	1	6/30/87
Mount Hood Community College	Ind.	161 ft	1975	1976	2	1	8/31/88
o Part-time	OEA	400	1982	---	2	1	
Portland Community College	OFT/AFT	350	1974	1975	2	3	8/31/86
Cascade Campus					2		
Rock Creek Campus					2		
Sylvania Campus					2		
Campus Centers							
Ross Island Center					2		
Southeast Center					2		
Stadium Center					2		
o Part-time	OFT/AFT	800	1984	---	2	3	
Portland State University	AAUP	548	1978	1979	4	1	6/30/86
o Part-time	AFT	200	1978	1979	4	1	6/30/87
Rogue Community College	OEA	58 ft	1975	1975	2	1	6/30/87
YSouthern Oregon State College	Ind.	193 ft	1973	1975	4	2	6/30/87
o Summer Session	Ind.	100	1984	1984	4	2	8/31/86

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
OREGON (Cont'd.)							
Southwestern Oregon Community College	AFT	65 f/pt	1974	1974	2	1	6/30/87
University of Oregon Graduate Teaching Fellows (See also "No Agent" Listing)	AFT	750	1977	1978	2	1	6/30/83
Western Oregon State College[39]	AFT	200 f/pt	1977	1979	4	1	6/30/87
*Western States Chiropractic College	Ind./AFT	20 ft 15 pt	1978	1979	4	1	6/30/88
PENNSYLVANIA							
Antioch College[40]	AFT	24	1980		4	1	10/1/86
Bucks County Community College	AFT	180	1971	1972	2	1	8/15/89
Community College of Allegheny County	AFT	370 ft	1971	1972	2	4	8/25/86
Allegheny Campus					2		
Boyce Campus					2		
North Campus (Pittsburgh)					2		
South Campus (West Mifflin)					2		
Community College of Beaver County	NEA (AFT 1970)	54 ft	1973	1972	2	1	8/3/88

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
PENNSYLVANIA (Cont'd.)							
Community College of Philadelphia[41]	AFT	366 ft	1970	1970	2	1	8/31/85
o Adjunct	AFT	600 pt	1978	1983	2	1	8/31/85
Delaware County Community College	NEA	100 ft	1974	1975	2	1	8/20/82
*Lackawanna Junior College	NEA	28 ft	1979		2	1	12/31/83
Lehigh County Community College	NEA	70 ft	1970	1972	2	1	8/31/88
Lincoln University	AAUP	80 ft	1972	1973	4	1	6/30/86
Luzerne County Community College	NEA	80 ft	1971	1971	2	1	8/31/85
Montgomery County Community College	AFT (AAUP 1979)	155 ft	1982	1980	2	1	8/31/88
*Moore College of Art	AFT	30 ft 20 pt	1971	1971	4	1	8/31/88
Northampton County Area Community College	AFT	102	1976	1977	2	1	6/30/89
Pennsylvania State System of Higher Education	APSCUF/AFT (NEA 1971; Ind. 1977; AAUP 1979)	4,700 f/pt	1979	1971	4	14	6/30/87
Bloomsburg St. Col.					4		
California St. Col.					4		
Cheyney St. Col.					4		
Clarion St. Col.					4		

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
Pennsylvania State System of Higher Education (Cont'd.)							
East Stroudsburg St. Col.					4		
Edinboro St. Col.					4		
Indiana Univ. of Penn.					4		
Kutztown St. Col.					4		
Lock Haven St. Col.					4		
Mansfield St. Col.					4		
Millersville St. Col.					4		
Shippensburg St. Col.					4		
Slippery Rock St. Col.					4		
West Chester St. Col.					4		
Reading Area Community College	AFT	32	1974	1975	2	1	6/30/88
*Robert Morris College	AFT	114 ft	1974	1975	4	1	4/12/89
*Spring Garden College	AFT	50 ft	1979	1979	4	1	8/31/84
Temple University	AAUP	1,052 ft	1972	1973	4	3	6/30/86
Ambler Campus					4		
Philadelphia Campus					4		
Tyler Sch. of Art Campus					4		
Temple University Law School	Ind.	39 ft	1973	1973	4	1	1982 Salaries Only
University of Pittsburgh Medical School (See also "No Agent" Listing)	Ind.	831 f/pt	1976	---	4	1	
*University of Scranton	Ind.	210 ft	1974	1974	4	1	8/19/88

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
PENNSYLVANIA (Cont'd.)							
Westmoreland County Community College	NEA	65 ft	1972	1972	2	1	6/30/88
Williamsport Area Community College	NEA	175 ft	1971	1972	2	2	8/87
North Campus					2		
Natural Resources					2		
RHODE ISLAND							
*Bryant College of Business Administration	AFT	110 ft 155 pt	1967	1967	4	1	7/31/89
Community College of Rhode Island[42]	NEA	300 f/pt	1972	1972	2	2	6/30/87
Lincoln Campus					2		
Warwick Campus					2		
Rhode Island College	AFT	360 ft	1972	1972	4	1	1987
*Rhode Island School of Design	NEA	94 ft	1978	1979	4	1	6/30/84
o Adjunct	NEA	76 pt	1980		4	1	6/30/87
*Roger Williams College	NEA	108 ft 44 pt	1972	1973	4	2	6/30/89
Bristol Campus					4		
Providence Branch					4		

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
RHODE ISLAND (Cont'd.)							
University of Rhode Island	AAUP	699	1971	1972	4	1	6/30/85
SOUTH DAKOTA							
*National College of Business	NEA	40 ft	1976	1977	4	1	8/31/87
South Dakota Board of Regents System	NEA	1,250 ft	1977	1979	4	8	6/30/84
Black Hills St. Col.					4		
Dakota St. Col.					4		
Main Campus-Vermillion					4		
Northern St. Col.					4		
S.D. School for the Deaf					4		
S.D. Sch. for the Visually Handicapped					4		
S.D. Sch. of Mines and Technol.					4		
S.D. State University					4		
VERMONT							
Vermont State Colleges	AFT	232	1973	1975	2/4	5	8/31/86
Castleton St. Col.					4		
C.C. of Vermont					2		
Johnson St. Col.					4		
Lyndon St. Col.					4		
Vermont Tech. Col.					2		

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
VIRGINIA							
Y*Marymount College of Virginia	NEA	51 f/pt	1975	1975	4	1	8/31/87
WASHINGTON							
Bellevue Community College	NEA	250 ft	1972	1972	2	1	8/31/87
Big Bend Community College	WEA/NEA (Ind./NEA,1965; AFT 1975)	50	1980	1972	2	1	6/86
Clark College	NEA (Ind.)	65	1974	1964	2	1	9/1/82
Columbia Basin Community College	NEA	95 f/pt	1972	1973	2	1	6/30/86
Community College District XII[43]	AFT (NEA 1968)	104 ft 184 pt	1986	---	2	3	
Centralia Col.					2		
South Puget Sound C.C.					2		
Campus Center Garrett Heyns Ed. Cntr.					2		
Edmonds Community College[44]	AFT (Ind. 1969)	110 ft 300 pt	1975	1976	2	1[45]	6/30/88

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
WASHINGTON (Cont'd.)							
Everett Community College[46]	AFT (Ind. 1969)	110 ft 140 pt	1975	1976	2	1	6/30/87
Fort Steilacoom Community College	SEIU (NEA 1969)	96 ft 300 pt	1981	1969	2	1	9/1/82
Grays Harbor College	NEA	50	1968	---	2	1	Informal Agreement
Green River Community College	AFT/NEA	100 ft 89 pt	1972	1973	2	1	5/15/87
Highline Community College	NEA	134 ft 150 pt	1965	1969	2	1	8/30/87
Lower Columbia College	NEA	72	1967	1972	2	1	8/31/87
Olympic College	NEA	375 f/pt	1964		2	1	6/30/88
Peninsula College	NEA/WEA	43 ft 65 pt	1967	1980	2	1	6/1/86
Seattle Community College District VI	AFT	380	1968	1968	2	3	9/1/85
Central Campus					2		
North Campus					2		
South Campus					2		
Shoreline Community College	AFT (NEA 1970)	302 f/pt	1974	1975	2	1	6/30/86
Skagit Valley College	NEA	85 ft 175 pt	1965	1969	2	1	6/30/89

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
WASHINGTON (Cont'd.)							
Spokane Falls Community College District XVII	NEA	350 ft 650 pt	1970	1977	2	2	8/31/88
Spokane C.C.					2		
Spokane Falls C.C.					2		
Tacoma Community College	AFT	76 ft 203 pt	1972	1973	2	1	6/19/87
University of Washington Nursing Staff	Ind.	166			4	1	9/8/80
Walla Walla Community College	NEA	90	1968	1970	2	2	6/30/82
Wenatchee Valley College	NEA	56 ft 120 pt	1965	1975	2	1	6/30/87
Whatcom Community College	AFT	125 f/pt	1975	1976	2	1	8/31/87
Yakima Valley College	AFT (NEA 1971; AFT 1973)	375 f/pt	1978	1973	2	1	6/7/85
WISCONSIN							
Area Vocational Technical & Adult Education District I	WEA/NEA	168	1985	1969	2	3	6/30/87

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
Area Vocational Technical & Adult Education District I (Cont'd.)							
Chippewa Falls Adult & Voc. School					2		
District I Tech. Inst.					2		
Menomonie Adult & Voc. School					2		
Blackhawk Vocational Technical Institute	AFT/WFT	85	1972	1974	2	1	6/30/86
Fox Valley Technical Institute	NEA	200	1968	1969	2	2	6/30/80
Fox Valley Tech. Inst.-Appleton					2		
Fox Valley Tech. Inst.-Oshkosh					2		
Gateway Technical Institute	WEA (AFT 1972)	174	1982	1973	2	4	6/30/85
Gateway Aviation Cntr.-Kenosha					2		
Gateway Tech.-Elkhorn					2		
Gateway Tech.-Kenosha					2		
Gateway Tech.-Racine					2		
Lakeshore Technical Institute	NEA	105 ft	1968	1968	2	1	6/30/87

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
WISCONSIN (Cont'd.)							
Madison Area Vocational & Technical	AFT	355	1969	1969	2	5	6/30/87
Mad. Area Tech. Col.-Ft.Atkinson					2		
Mad. Area Tech. Col.-Madison					2		
Mad. Area Tech. Col.-Portage					2		
Mad. Area Tech. Col.-Reedsburg					2		
Mad. Area Tech. Col.-Watertown					2		
Mid-State Technical Institute	NEA	87	1970	1970	2	3	8/14/87
Marshfield					2		
Stevens Point					2		
Wisconsin Rapids					2		
Milwaukee Area Technical College	AFT	600	1963	1967	2	4	6/30/87
Milwaukee Campus					2		
North Campus					2		
South Campus					2		
West Campus					2		
Moraine Park Technical Institute	AFT	140 ft	1969	1969	2	3	6/30/85
Beaver Dam Campus					2		
Fond du Lac Campus					2		
West Bend Campus					2		
North Central Technical Institute	NEA	138	1969	1969	2	2	6/30/82
Main Campus-Wausau					2		
Satellite-Antigo					2		

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
WISCONSIN (Cont'd.)							
Northeast Wisconsin Technical Institute	AFT	178	1967	1967	2	3	6/30/83
Green Bay Campus					2		
Marinette Campus					2		
Sturgeon Bay Campus					2		
*Northland College	Ind.	38 ft	1975	1979	4	1	12/31/85
Southwest Wisconsin Technical Institute	AFT	103 f/pt	1972	1978	2	1	6/30/87
University of Wisconsin-Madison Teaching Assistants[48]	TAA/AFT	1,600	1969	1970	4	1	8/28/79
Waukesha County Technical Institute	NEA	155	1967	1967	2	2	7/31/87
Menomonie Falls Campus					2		
Waukesha Campus					2		
Western Wisconsin Technical Institute	AFT (Ind. 1966)	180	1976	1977	2	1	6/30/87
Wisconsin Indianhead VTAE District	AFT	138	1972	1972	2	4	6/30/87
Ashland Campus					2		
New Richmond Campus					2		
Rice Lake Campus					2		
Superior Campus					2		
GUAM							
University of Guam	GFT/AFT	185	1985	1976	4	1	1988

FOOTNOTES

[+]As long as a certificate of recognition is in effect, the institution is designated as having a bargaining agent, even if no collective bargaining has ever taken place. No distinction is made between agent elections and/or voluntary recognition.

[++]Three dashes (---) in this column indicate that no contract has been signed, according to available information.

[#]For purposes of this study, the National Center for Education Statistics' (NCES) definition of a branch campus, along with institutional self-reporting, was used. NCES defines branch campuses as those possessing the following characteristics: a permanent administration, offer programs at least two years in length, located in a community different from parent institutions so as not to be within commuting distance.

[*]Private institution.

[**]First contract between parties.

[Y]College and universities that have exercised a Yeshiva-like claim.

1. Sources for this publication: communication with institutions, faculty organizations, The Chronicle of Higher Education, Higher Education Daily, and Government Employee Relations Report. Data on bargaining unit size, date of first contract and number of campuses have been obtained from the institutions and agents.
ft indicates full-time, pt part-time.

2. The recognized bargaining agent, CTA/NEA defeated a decertification attempt by an Independent association. See Summary of Elections, 1983.

3. Independent agent. Certification covers professional and non-professional librarians. No collective bargaining activity reported; union in inactive status.

4. Includes two educational centers.

5. Includes five off-campus locations.

6. Santa Clarita Community College District encompasses the College of the Canyons, listed in previous Directories.

7. Includes eight outreach centers.

8. Includes three satellite centers.

9. The only organized faculty bargaining unit is at the University of California at Santa Cruz.

10. See "No-Agent" listing.

11. PCFA now independent; formerly affiliated with AAUP.

12. Affiliated with Antioch University of Yellow Springs, Ohio.

13. Members of three Florida unions representing Florida State University System (UFF), several community colleges (UCCFF), and faculty at two private colleges merged their organization into the United Faculty of Florida, Local 1847 of AFT (1979). In 1982, AFT dechartered UFF; UFF then affiliated with NEA.

14. Rejected decertification/opt out election (Sept. 1981).

15. Rejected decertification attempt (1978).

16. The recognized bargaining agent, IFT/AFT defeated a decertification attempt by the AAUP. See Summary of Elections, 1983.

17. Chicago State, Governors State, Eastern Illinois, Western Illinois, Northeastern Illinois bargain collectively as one unit.

18. The recognized bargaining agent, AAUP/NEA, defeated a decertification attempt by the AFT in 1979.

19. Rejected decertification attempt (1978).

20. Union voluntarily withdrew its agent status and technically is classified as an agent decertification. However, parties chose to voluntarily continue their collective bargaining relationship.

21. Comprises Massachusetts Community College System and Massachusetts State Colleges; they bargain as two separate units.

22. The recognized bargaining agent, MTA/NEA, defeated a decertification attempt by the AFT. See Summary of Elections, 1983.

23. Voted December 1977 to create single bargaining agent for nine state colleges.

24. University of Massachusetts-Amherst campus rejected decertification attempt (1980).

25. The University of Minnesota has 5 campuses: Twin Cities, Morris, Duluth, Crookston, Waseca. Twin Cities, Morris, and Duluth are 4-year institutions; Crookston and Waseca are 2-year institutions. Duluth and Waseca are the only unionized campuses and they bargain together as a unit.

26. Formerly known as Central Technical Community College Area.

27. A previous agreement for salaries only was signed in 1982.

28. Rejected decertification attempt (Jan. 1979).

29. Union College and Union County Technical Institute merged into Union County College. The AAUP, which had held agent status at Union College, defeated the NEA, the bargaining agent at Union County Technical Institute, for agent status at the newly organized institution. (Vote: AAUP-109, NEA-67).

30. Includes five extension centers.

31. Associated Community College Faculties no longer independent union as of 8/31/78; individual locals voted to affiliate with either NYSUT/AFT or NYEA/NEA.

32. AAUP affiliated with PSC/AFT February 1981.

33. Adjunct faculty at the New York State School of Industrial and Labor Relations, New York City Metropolitan Office, along with the Long Island Campus, bargain collectively as one unit.

34. Economic portions of contract negotiated through 8/31/88. Parties have agreed to reopen non-economic provisions 8/31/86.

35. The initial faculty agent was elected in 1967. In 1971, separate staff and adjunct bargaining agents were also elected. The three units were subsequently combined into one in 1972.

36. UUP - United University Professions defeated challenge to agent status by NYEA in December 1978. Unit includes the faculty and non-teaching professionals.

37. Faculty at Kent State University voted to sever ties with NEA, while retaining affiliation with AAUP (1979).

38. Unit voted to disaffiliate with NEA. See Summary of Elections, 1985.

39. Formerly Oregon College of Education.

40. Affiliated with Antioch University, Silver Springs, Ohio.

41. Includes thirty-seven sites.

42. Previously Rhode Island Junior College.

43. District XII is composed of Centralia College and South Puget Sound CC, institutions which had previously bargained separately. South Puget Sound CC was formerly Olympia Technical CC.

44. Washington State CC District V, which previously had been comprised of Edmonds CC and Everett CC, was restructured. Both institutions now bargain separately.

45. Edmonds CC provides educational services for the State Dept. of Corrections. The unit does not differentiate among teaching assignments.

46. See footnote 44.

47. Also known as District I Technical Institute.

48. University terminated voluntary structure agreement. Union challenged administration's action in state court. Court affirmed University's position.

49. Adjunct faculty which had previously been designated a separate bargaining unit is included with the full-time faculty unit as of 1985.

ADJUNCT FACULTY CONTRACTS AND BARGAINING AGENTS IN PUBLIC AND PRIVATE INSTITUTIONS IN THE UNITED STATES

ADJUNCT FACULTY CONTRACTS AND BARGAINING AGENTS IN PUBLIC AND PRIVATE INSTITUTIONS IN THE UNITED STATES

Institution	Bargaining Agent	Unit Size	Cur. Agent Elected	Initial Contract	2/4 Yr. College	No. of Campuses	Contract Expiration
CALIFORNIA							
Coast Community College	NEA	1,433	1979	1980	2	3	9/1/86
Coast C.C.					2		
Golden West C.C.					2		
Orange Coast C.C.					2		
Rancho Santiago C.C. District[1]	NEA	51	---	---	2	1	6/30/82
University of San Francisco	Ind.	250	1981		4	1	12/30/88
CONNECTICUT							
Connecticut Community College System	Ind.	800	1985	---	2	12	6/30/87
Asnuntuck C.C.					2		
Greater Hartford C.C.					2		
Housatonia Regional C.C.					2		
Manchester C.C.					2		
Mattatuck C.C.					2		
Middlesex C.C.					2		
Mohegan C.C.					2		
Northwestern Connecticut C.C.					2		
Quinebaug Valley C.C.					2		
South Central C.C.					2		
Tunxis C.C.					2		

Institution	Bargaining Agent	Unit Size	Cur. Agent Elected	Initial Contract	2/4 Yr. College	No. of Campuses	Contract Expiration
DISTRICT OF COLUMBIA							
American University	ELIFA	37	1982	1982	2	1	12/31/84
MAINE							
University of Maine	AFT	288	1986	---	4	7	
MASSACHUSETTS							
Berklee College of Music	AFT	54	1985	1986	4	1	6/1/89
Massachusetts Community Coll. Sys.	NEA/MTA	1,800	1986	---	2	15	
Southeastern Massachusetts University	AFT	38	1985	---	4	1	
MICHIGAN							
Northern Michigan University[2]	NEA	46	1980	---	2	1	8/25/89
NEW JERSEY							
Rutgers-State University of New Jersey	Ind.	80	1978	---	4	3	
Camden Campus					4		
New Brunswick Campus					4		
Newark Campus					4		

Institution	Bargaining Agent	Unit Size	Cur. Agent Elected	Initial Contract	2/4 Yr. College	No. of Campuses	Contract Expiration
NEW YORK							
Cornell University, ILR	NYSUT	200	1981	1981	4	2	8/31/86
Long Island Campus					4		
New York City Campus					4		
Dutchess Community College	NYSUT/AFT	250	1985	---	2	1	
Long Island University, C.W. Post	NYEA/NEA	1,000	1978	1979	4	1	10/31/83
Nassau Community College	NYSUT/AFT	700	1973	1974	2	1	8/31/88
Orange County Community College[3]	Ind.	55	1969	1969	2	1	8/31/84
OREGON							
Mount Hood Community College	OEA	400	1982	---	2	1	
Portland Community College	OFT/AFT	800	1985	---	2	3	
Cascade Campus					2		
Rock Creek Campus					2		
Sylvania Campus					2		
Portland State University	AFT	200	1978	1979	4	1	6/30/87
Southern Oregon State College[4]	Ind.	100	1984	1984	4	1	8/31/86

Institution	Bargaining Agent	Unit Size	Cur. Agent Elected	Initial Contract	2/4 Yr. College	No. of Campuses	Contract Expiration
PENNSYLVANIA							
Community College of Philadelphia	AFT	600	1978	1983	2	1	8/31/85
RHODE ISLAND							
Rhode Island School of Design	NEA	76	1980	---	4	1	6/30/87

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FOOTNOTES

1. Continuing Education Faculty
2. Skills Center Faculty
3. Staff and Chairmen
4. Summer Session Faculty

FACULTY COLLECTIVE BARGAINING AT CANADIAN UNIVERSITIES

FACULTY COLLECTIVE BARGAINING AT CANADIAN UNIVERSITIES*

Institution	Affiliation	Unit Size	Cur. Agent Elected	Initial Contract++	Contract Expiration**
ALBERTA* **					
University of Alberta	CAUT[1]	2,034	1982	---	Annual
University of Athabasca	CAUT	102	1982	---	Annual
University of Calgary	CAUT	1,175	1982	---	6/30/85
University of Lethbridge	CAUT	218	1982	---	Annual
MANITOBA					
Brandon University	CAUT	184	1978	1978	3/31/87
University of Manitoba	CAUT	1,150	1974	1975	3/31/87
Saint Boniface	ACPU/MGEA	50	1983	1977	3/31/85
University of Winnipeg	CAUT	215	1981	1982	3/31/86
NEW BRUNSWICK					
Universite du Moncton	ACPU	255	1976	1977	6/30/86

Institution	Affiliation	Unit Size	Cur. Agent Elected	Initial Contract++	Contract Expiration**
NEW BRUNSWICK (Cont'd.)					
Mount Allison University	CAUT	122	1982	1984	6/30/86
University of New Brunswick	CAUT	600	1979	1980	6/30/88
St. Thomas University	CAUT	58	1976	1977	6/30/86
Saint-Louis Maillet	ACPU	38	1972	1972	8/31/84
Shippagan	ACPU	21	1985	1978	6/30/88
NOVA SCOTIA					
Acadia University	CAUT	213	1976	1977	6/30/84
University College of Cape Breton	CAUT	61	1975	1976	6/30/86
Dalhousie University	CAUT	730	1978	1978	6/30/87
Technical University of N.S.	CAUT	105	1980	1980	6/30/86
Saint Mary's University	CAUT	162	1974	1974	8/31/86
o Professional Librarians	CAUT	5	1974	1974	8/31/86
Universite Sainte-Anne	CAUT	24	1982	---	6/30/87
Nova Scotia College of Arts and Design	CAUT	35	1985	1985	

Institution	Affiliation	Unit Size	Cur. Agent Elected	Initial Contract++	Contract Expiration**
ONTARIO					
Algoma University College	CAUT	24	1976	1980	6/30/83
Algonquin Community College	OPSEU[5]	760	1971	1971	8/30/87
Cambrian Community College	OPSEU	330	1971	1971	8/31/87
Canadore Community College	OPSEU	175	1971	1971	8/31/87
Carleton University	CAUT	641	1975	1975	4/30/85
Centennial Community College	OPSEU	460	1971	1971	8/31/87
Conestoga Community College	OPSEU	360	1971	1971	8/31/87
Confederation Community College	OPSEU	235	1971	1971	8/31/87
Durham Community College	OPSEU	255	1971	1971	8/31/87
Fanshawe Community College	OPSEU	550	1971	1971	8/31/87
George Brown Community College	OPSEU	700	1971	1971	8/31/87
Georgin Community College	OPSEU	310	1971	1971	8/31/87
Humber Community College	OPSEU	585	1971	1971	8/31/87
Lakehead University	CAUT	269	1979	1981	6/30/87
o Professional Librarians	CAUT	11	1979	1981	6/30/87
Lambton Community College	OPSEU	155	1971	1971	8/31/87
Laurentian University	CAUT	256	1979	1980	6/30/87

Institution	Affiliation	Unit Size	Cur. Agent Elected	Initial Contract++	Contract Expiration**
ONTARIO (Cont'd.)					
Loyalist Community College	OPSEU	200	1971	1971	8/31/87
Mohawk Community College	OPSEU	595	1971	1971	8/31/87
Niagara Community College	OPSEU	310	1971	1971	8/31/87
Northern Community College	OPSEU	175	1971	1971	8/31/87
Ontario Institute for Studies in Education	CAUT	132	1977	1977	6/30/86
Ryerson Polytechnical Institute	None	560	1964	1966	6/30/85
St. Clair Community College	OPSEU	358	1971	1971	8/31/87
St. Lawrence Community College	OPSEU	350	1971	1971	8/31/87
Sault Community College	OPSEU	180	1971	1971	8/31/87
Seneca Community College	OPSEU	575	1971	1971	8/31/87
Sheridan Community College	OPSEU	510	1971	1971	8/31/87
Sir Sandford Fleming Community College	OPSEU	350	1971	1971	8/31/87
Trent University	CAUT	183	1980	1981	6/30/87
University of Ottawa	CAUT	935	1975	1976	4/30/87
University of Windsor	CAUT	525	1977	1976	6/30/87
York University	CAUT	980	1977	1976	4/30/83

Institution	Affiliation	Unit Size	Cur. Agent Elected	Initial Contract++	Contract Expiration**
QUEBEC					
Bishop's University	FAPUQ[2]/CAUT	73	1976	1976	12/31/86
Concordia University	FAPUQ/CAUT	750	1981	1981	12/31/86
Ecole Polytechnique	FAPUQ/ACPU	170	1979	1979	5/30/85
Institut Armand Frappier	FAPUQ/ACPU	36	1979	1980	11/30/82
Universite Laval	FAPUQ/ACPU	1,200	1975	1977	5/30/86
Universite de Montreal	FAPUQ/ACPU	1,200	1975	1975	5/31/87
Universite de Sherbrooke	FAPUQ/ACPU	337	1974	1976	6/30/87
o Engineers	FAPUQ/ACPU	64	1970	1983	6/30/87
Universite du Quebec a Trois-Rivieres	FAPUQ/ACPU	300	1971	1971	2/28/86
Institut National de la Recherche Scientifique	CEQ[3]	77	1973	1973	2/28/86
Universite de Quebec a Chicoutimi	CEQ	192	1979	1979	2/28/86
Universite du Quebec a Montreal	CSN[4]	780	1971	1971	2/28/86
Universite du Quebec a Rimouski	CSN	150	1973	1973	2/28/86
Universite du Quebec dans l'Ouest	CEQ	60	1982	1982	2/28/86
Universite du Quebec a Hull	None	85	1980	1980	11/30/86

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Institution	Affiliation	Unit Size	Cur. Agent Elected	Initial Contract++	Contract Expiration**
SASKATCHEWAN					
University of Regina	CAUT	636	1977	1977	6/30/86
St. Thomas More College	CAUT	35	1977	1977	6/30/86
University of Saskatchewan	None	980	1977	1977	6/30/86
TOTAL FACULTY MEMBERS					
Under provisions of provincial labor legislation at Canadian Universities.		26,255 (excluding CSN and CEQ affiliates)			

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SPECIAL PLAN BARGAINING: CANADIAN UNIVERSITIES****

Institution	Affiliation	Bargaining Unit Size	Provisions
BRITISH COLUMBIA			
British Columbia	CAUT	2,131	Annual monetary negotiations culminating in interest arbitration (conventional) pursuant to a "Framework Agreement" for bargaining; provides as well for the negotiation of subsidiary agreements on "Conditions of Appointment."
Simon Fraser	CAUT	460	Some terms and conditions negotiable, others may not be unilaterally altered. Annual monetary negotiations culminating in interest arbitration (conventional).
ONTARIO			
Toronto	CAUT	2,503	Special Plan addresses many terms and conditions, either expressly or by reference to prevailing practice; annual monetary negotiations culminating in mediation.
Guelph	CAUT	600	Comprehensive agreement on terms and conditions of employment; annual salary and benefit negotiations culminating in mediation.
PRINCE EDWARD ISLAND			
Prince Edward Island	CAUT	110	Annual monetary negotiations culminating in interest arbitration (Final Offer Selection) pursuant to a framework document; other terms and conditions not part of Special Plan Bargaining arrangement.

FOOTNOTES

*Information provided by Canadian Association of University Teachers, Ottawa. Most local associations have independent bargaining agent status. CAUT does not hold certificates.
Collective bargaining under provisions of provincial labor legislation.

**Contract expiration dates have been extended in several provinces by wage control legislation.

***Statutory recognition in 1982.

****Faculty association and Board of Governors engage in bargaining outside the scope of labor legislation.

1. Canadian Association of University Teachers/Association Canadienne des professeurs.

2. Federation des associations de professeurs des universites du Quebec.

3. Centrale de l'enseignement du Quebec.

4. Confederation des syndicats nationaux.

5. Ontario Public Service Employees Union.

SUMMARY OF ELECTIONS, UNITED STATES

JANUARY 1 - DECEMBER 31, 1986

SUMMARY OF ELECTIONS - 1986

A. AGENTS ELECTED

Institution	State	Unit Size	Vote	Agent Elected	2/4 Year College
Antelope Valley Community College	CA	250	CTA/NEA-100 CFT/AFT-82	NEA	2
College of Insurance	NY	20	AAUP-16 No Agent-1	AAUP	4
Hocking Technical College	OH	109	OEA/NEA-52 No Agent 46 25 ballots challenged	Still Pending	2
Kishwaukee Community College	IL	80	AFT-38 IND-4	AFT	2
Lassen Community College	CA	50	AFT-31 NEA-7	AFT	2
Massachusetts Community College System Division of Cont. Ed.	MA	1800	MCCC-631 No-Agent-516	MCCC	2
Oakton Community College	IL	149	NEA-78 AFT-60	NEA	2
Sangamon St. University	IL	140	UPI-AFT-69 AAUP-14 No-Agent 54 Challenged-7	Still Pending	4
Santa Barbara Community College	CA	740	IND-250 No-Agent-37	IND	2
University of Maine System Part-time Faculty	ME	288	AFT-153 NEA-28 No-Agent-26	AFT	

SUMMARY OF ELECTIONS - 1986 - Continued

B. CHANGE IN AGENT STATUS

Institution	State	Unit Size	Vote	New Agent	Former Agent	2/4 Year College
Pennsylvania State College and University System	PA	3,700	APSCUF/AFT-827 APSCUF/AFT/AAUP-299	APSCUF/AFT	APSCUF/AFT/AAUP	4
Washington Community College, District XII	WA	288	NEA-90 AFT-122	AFT	NEA	2

C. CHALLENGE TO AGENT STATUS

Institution	State	Unit Size	Vote	Challenging Agent	2/4 Year College
Portland Community College	OR	350	AFT-207 NEA-92 No-Agent-15	NEA	2
Portland State University	OR	548	AAUP-260 No-Agent-211	No-Agent	4

SUMMARY OF ELECTIONS - 1986 - Continued

D. NO AGENT VOTES

Institution	State	Unit Size	Vote	Agent Defeated	2/4 Year College
Illinois State University	IL	762	AAUP-64 AFT-223 No-Agent-383	AAUP, AFT	4
Northern Illinois University	IL	908	UPI-318 AAUP-186 No-Agent-273 (Run-off-UPI-371 No-Agent-398)	AAUP UPI	4
University of California-Academic Researchers	CA	3,600	AFT-470 No-Agent-1,734	AFT	4

E. FIRST CONTRACTS SIGNED IN 1986

Institution	State	Unit Size	Agent	Contract Expiration	2/4 Year College
Cabrillo College	CA	402	AFT	6/30/87	2
Jefferson Technical College	OH	46	AFT	12/31/88	2
Rend Lake College	IL	97	AFT	8/88	2
Terra Technical College	OH	47	NEA	8/31/88	2
University of California-Lecturers	CA	1,877	AFT	6/30/88	4
University of California-Nurses	CA	5,000	CNA	10/30/87	4

STATISTICAL ANALYSIS

"HOW WE COUNT"

Due to the peculiarities of the demographics of collective bargaining in higher education, we continue to receive queries as to the methods we employ to "count". Set forth below are several explanations as to our "counting" process which, we hope, will be of value to the reader.

1. INSTITUTIONS: Institutions are identified as colleges and universities that may be autonomous entities having a single campus (University of Montana), or as multi-campus systems (California State University) which bargain collectively as one. Each institution is represented by a single agent and is counted as one agent and/or one contract. The current volume of the Directory shows 458 institutions involved in faculty collective bargaining. However, this figure embraces 1018 campuses. In the example of SUNY, although there are 34 campuses, for the purposes of the Directory this is tabulated as one institution, one agent and 34 campuses.

2. CAMPUSES: To present another demographic perspective, we also have included a campus "count". Campuses are defined in accordance with the National Center for Education Statistics measure as having the following characteristics: a permanent administration, offer programs at least two years in length, and are located in a community different from parent institutions so as not to be within commuting distance. Using SUNY once again, the 34 campuses include the State University Colleges at Buffalo, New Paltz and Potsdam, etc., however, all are covered by a single agreement. Our own college, Baruch, is one of the 20 campuses included in CUNY and while reflected in the campus count is subsumed under CUNY in the institution count.

3. TWO YEAR/FOUR YEAR: Those institutions that contain two- and four-year colleges within the same system, such as CUNY, are recorded as four-year institutions. However, the two-year components are tabulated as such under the campus count. For example, Queensborough Community College is shown as a unionized two-year campus but its collective bargaining agreement status is subsumed as one of the 20 campuses under one institution, CUNY.

Table One

Faculty Bargaining Agents and Collective Bargaining Agreements Public and Private Institutions, 1974 – 1986

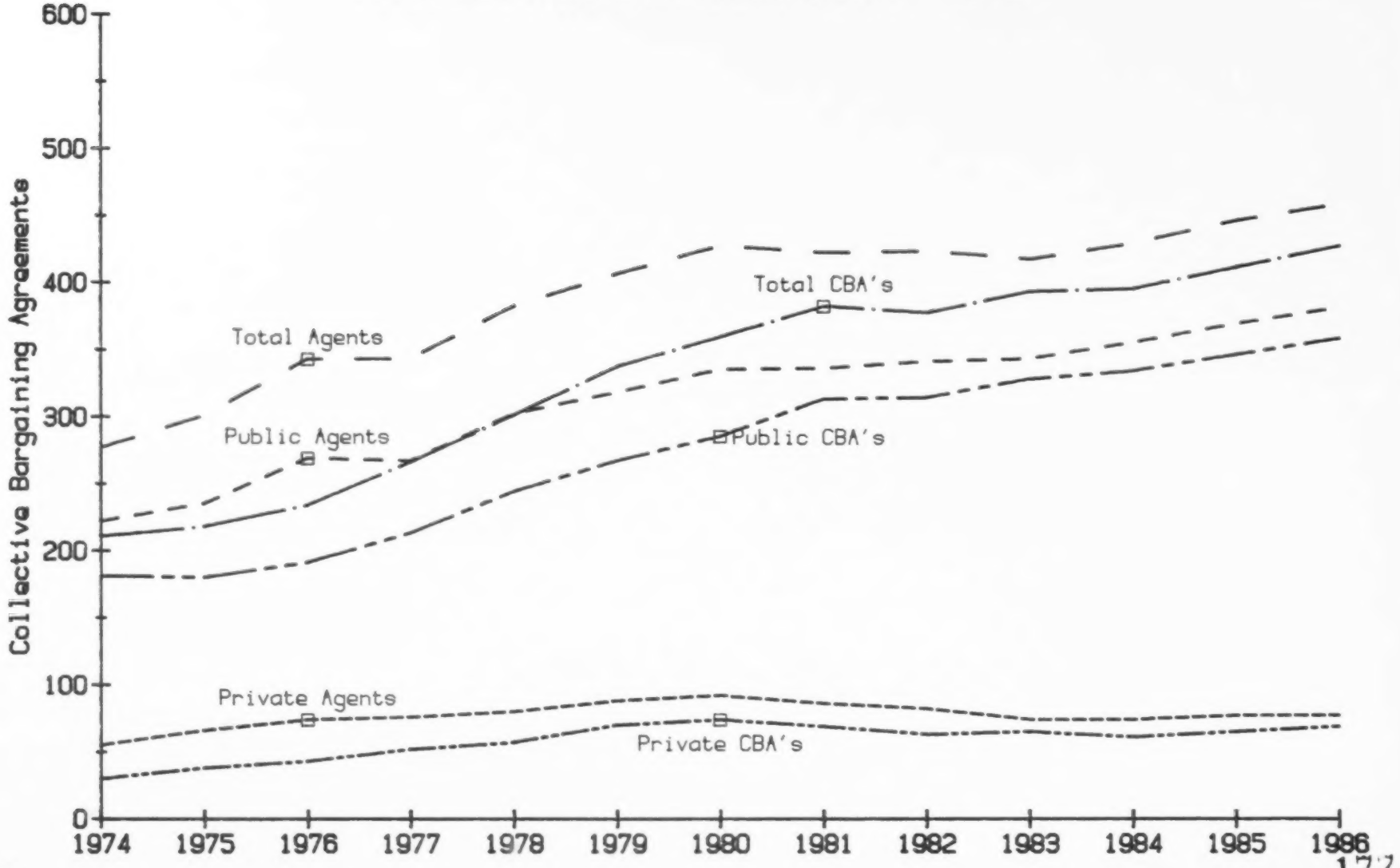


Table Two

Faculty Bargaining Agents and Collective Bargaining Agreements in Two- and Four-year Institutions, 1974 - 1986

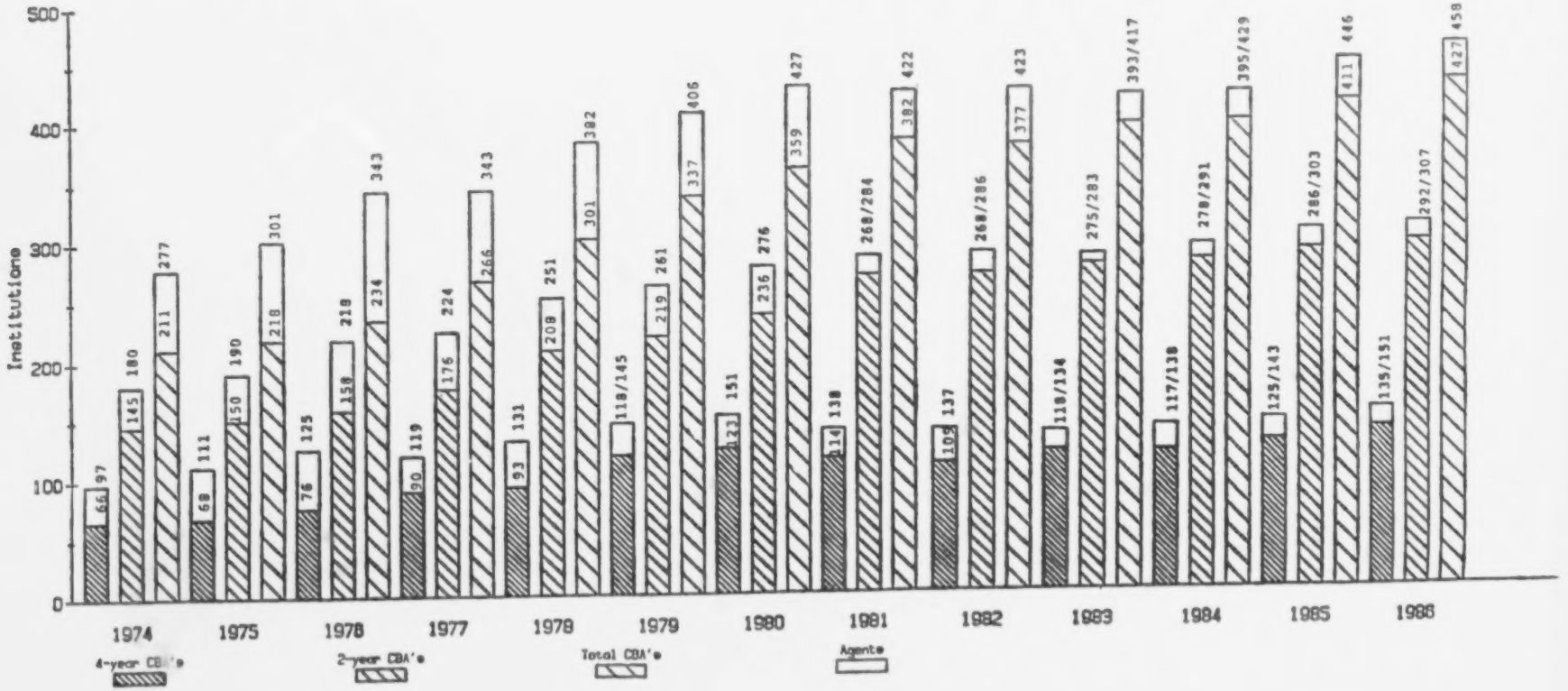
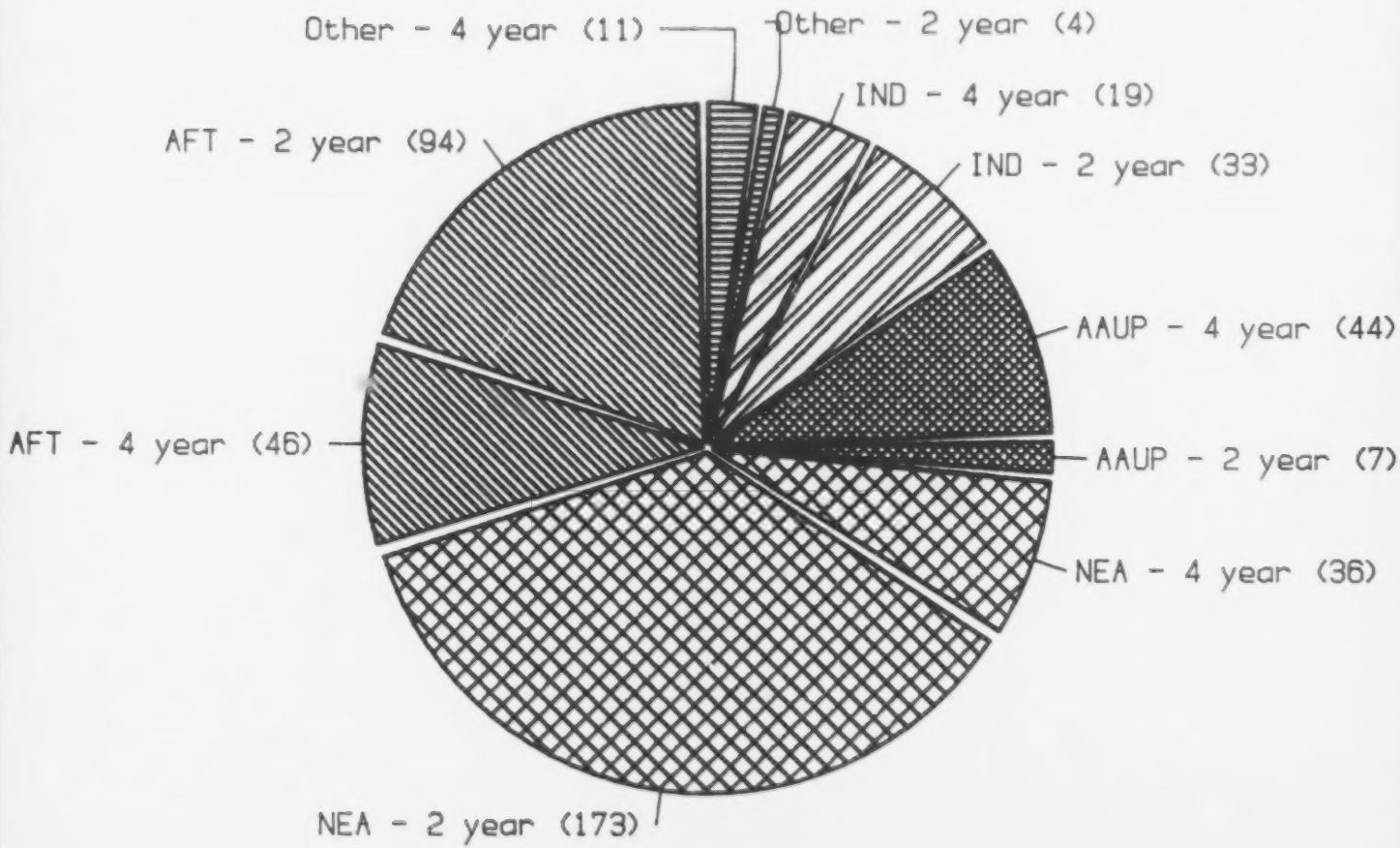


Table Three

Recognized Faculty Bargaining Agents in Two and Four-Year Institutions, 1987


Other - 4 year (11)
Other - 2 year (4)
IND - 4 year (19)
AFT - 2 year (94)
IND - 2 year (33)
AAUP - 4 year (44)
AFT - 4 year (46)
AAUP - 2 year (7)
NEA - 4 year (36)
NEA - 2 year (173)

Dual agent affiliation membership status credited to both organizations.

TABLE FOUR

RECOGNIZED FACULTY BARGAINING AGENTS -- PUBLIC AND PRIVATE
1987

	YEAR	AAUP	AFT	NEA	IND	AAUP/ AFT	AFT/ NEA	AAUP/ NEA	AFT/ IND	AAUP/ IND	AFGE	AFSCME	OTHER	TOTAL
PUBLIC	4	23	25	20	10	1	0	2	0	0	2	1	4	88
INSTITUTIONS	2	3	87	166	29	1	1	1	0	1	0	2	2	293
TOTAL		26	112	186	39	2	1	3	0	1	2	3	6	N=381
PRIVATE	4	17	19	14	7	0	0	0	1	1	0	0	4	63
INSTITUTIONS	2	1	5	5	3	0	0	0	0	0	0	0	0	14
TOTAL		18	24	19	10	0	0	0	1	1	0	0	4	N=77
SUMMARY OF RECOGNIZED AGENTS	4	40	44	34	17	1	0	2	1	1	2	1	8	151
	2	4	92	171	32	1	1	1	0	1	0	2	2	307
TOTAL		44	136	205	49	2	1	3	1	2	2	3	10	N=458

TABLE FIVE

FACULTY COLLECTIVE BARGAINING AGREEMENTS
1987

	YEAR	AAUP	AFT	NEA	IND	AAUP/ AFT	AFT/ NEA	AAUP/ NEA	AFT/ IND	AAUP/ IND	AFGE	AFSCME	OTHER	TOTAL
PUBLIC	4	23	21	20	6	1	0	2	0	0	2	1	3	79
INSTITUTIONS	2	3	81	163	24	1	1	1	0	1	0	2	2	279
TOTAL		26	102	183	30	2	1	3	0	1	2	3	5	N=358
PRIVATE	4	16	18	12	6	0	0	0	1	1	0	0	2	56
INSTITUTIONS	2	1	5	5	2	0	0	0	0	0	0	0	0	13
TOTAL		17	23	17	8	0	0	0	1	1	0	0	2	N=69
SUMMARY OF BARGAINING	4	39	39	32	12	1	0	2	1	1	2	1	5	135
AGREEMENTS	2	4	86	168	26	1	1	1	0	1	0	2	2	292
TOTAL		43	125	200	38	2	1	3	1	2	2	3	7	N=427

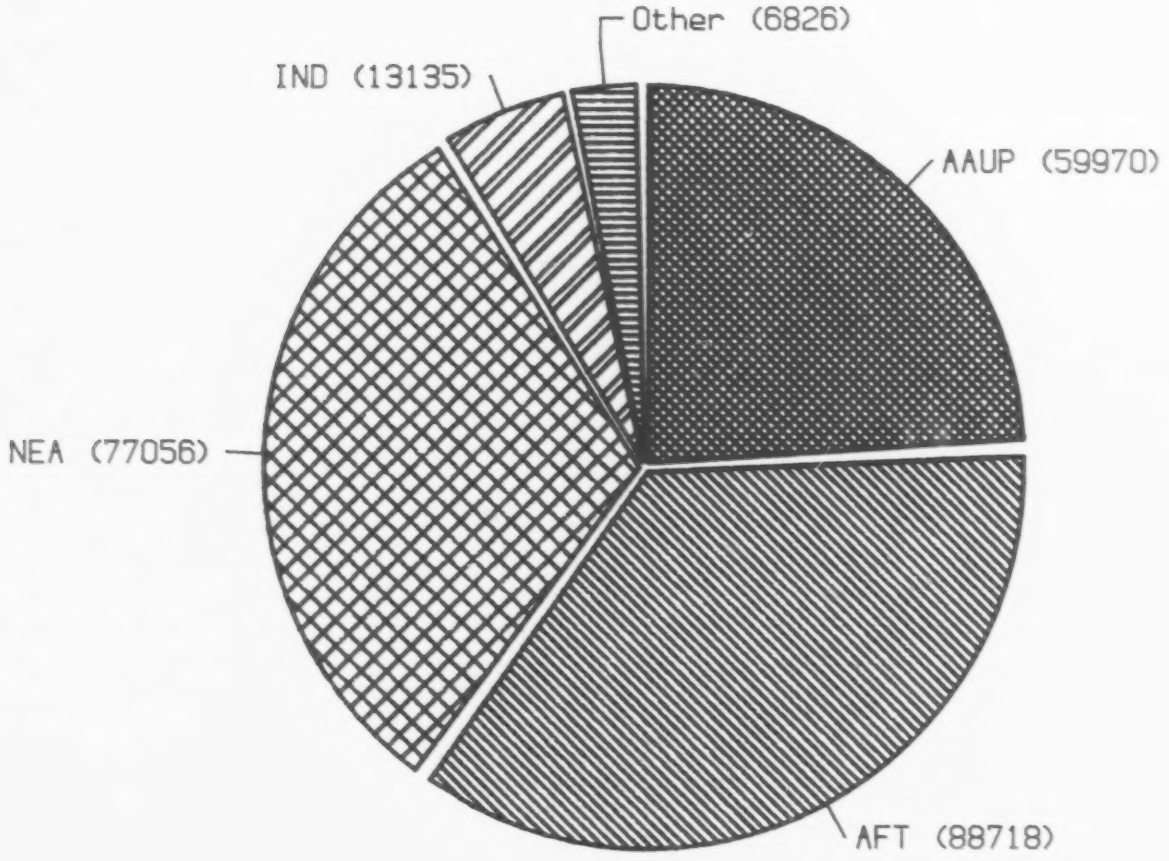
TABLE SIX

ANALYSIS OF BARGAINING AGENTS & COLLECTIVE BARGAINING AGREEMENTS

	YEAR	AAUP	AFT	NEA	IND	AAUP/ AFT	AFT/ NEA	AAUP/ NEA	AFT/ IND	AAUP/ IND	AFGE	AFSCME	OTHER	TOTAL
RECOGNIZED AGENTS	4	40	44	34	17	1	0	2	1	1	2	1	8	151
	2	4	92	171	32	1	1	1	0	1	0	2	2	307
TOTAL		44	136	205	49	2	1	3	1	2	2	3	10	N=458
COLLECTIVE BARGAINING AGREEMENTS	4	39	39	32	12	1	0	2	1	1	2	1	5	135
	2	4	86	168	26	1	1	1	0	1	0	2	2	292
TOTAL		43	125	200	38	2	1	3	1	2	2	3	7	N=427
BARGAINING UNITS WITHOUT AGREEMENTS		1	11	5	11	0	0	0	0	0	0	0	3	N=31

Table Seven

Faculty Represented by Certified Bargaining Agents, 1987



Dual agent affiliation membership status credited to both organizations.

TABLE EIGHT[1]

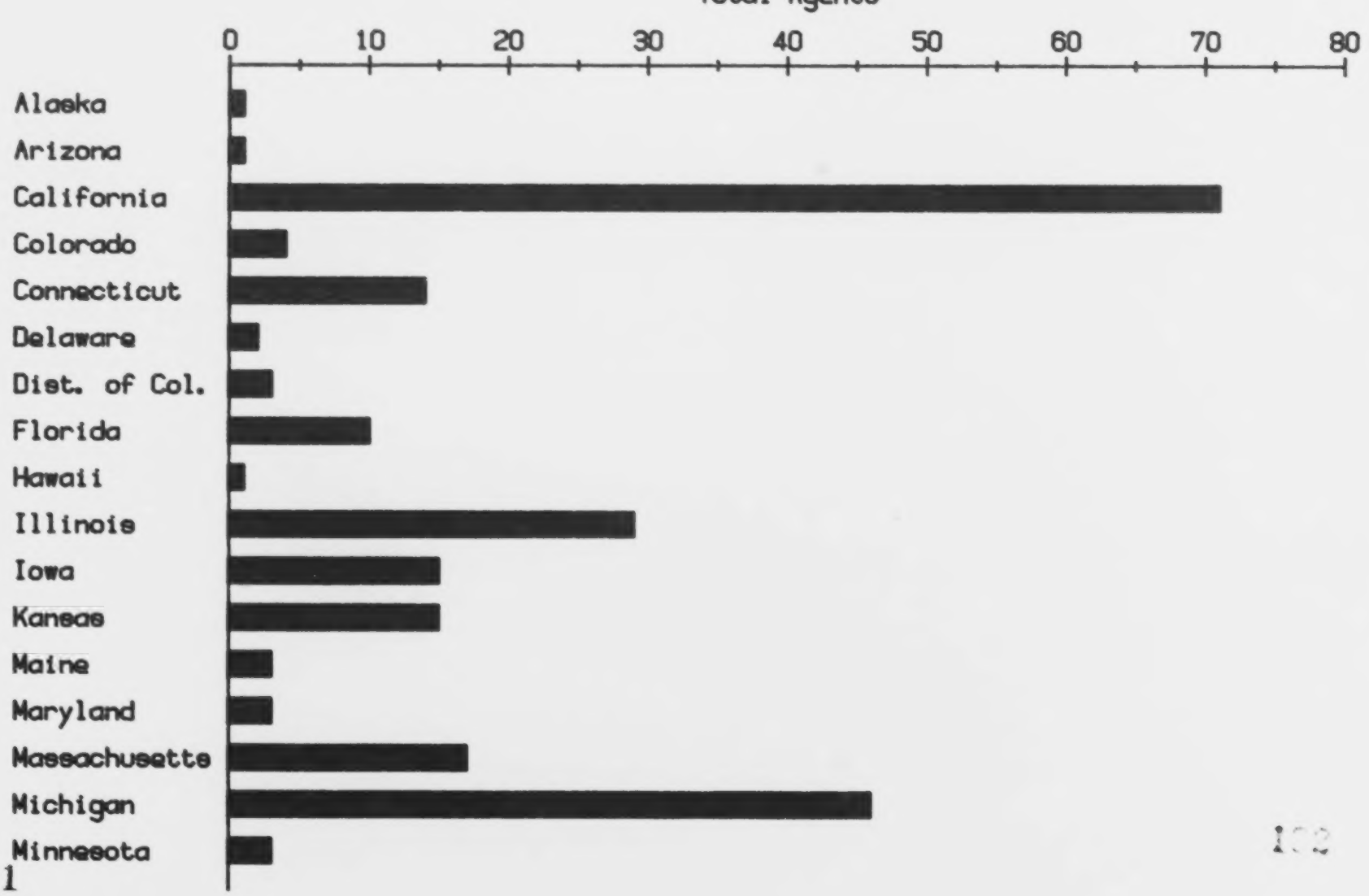
FACULTY REPRESENTED BY CERTIFIED BARGAINING AGENTS IN PUBLIC AND PRIVATE, TWO- AND FOUR-YEAR INSTITUTIONS 1987

	YEAR	AAUP	AFT	NEA	IND	AAUP/ AFT	AFT/ NEA	AAUP/ NEA	AFT/ IND	AAUP/ IND	AFGE	AFSCME	OTHER	TOTAL
PUBLIC	4	18,964	37,509	18,785	2,849	14,521	0	20,700	0	0	126	279	5,450	119,183
	2	813	33,546	35,055	7,970	120	189	285	0	850	0	125	511	79,464
TOTAL		19,777	71,055	53,840	10,819	14,641	189	20,985	0	850	126	404	5,961	N=198,647
PRIVATE	4	2,679	2,376	1,919	407	0	0	0	35	858	0	0	335	8,609
	2	180	422	123	166	0	0	0	0	0	0	0	0	891
TOTAL		2,859	2,798	2,042	573	0	0	0	35	858	0	0	335	N=9,500
SUMMARY OF UNIT SIZE	4	21,643	39,885	20,704	3,256	14,521	0	20,700	35	858	126	279	5,785	127,792
	2	993	33,968	35,178	8,136	120	189	285	0	850	0	125	511	80,355
TOTAL		22,636	73,853	55,882	11,392	14,641	189	20,985	35	1,708	126	404	6,296	N=208,147

[1]Represents both full-time and part-time faculty members included in certified bargaining units. No distinction is made with respect to union membership.

Table Nine

Geographic Distribution of Faculty Bargaining Agents, 1987



(Table Nine continued)

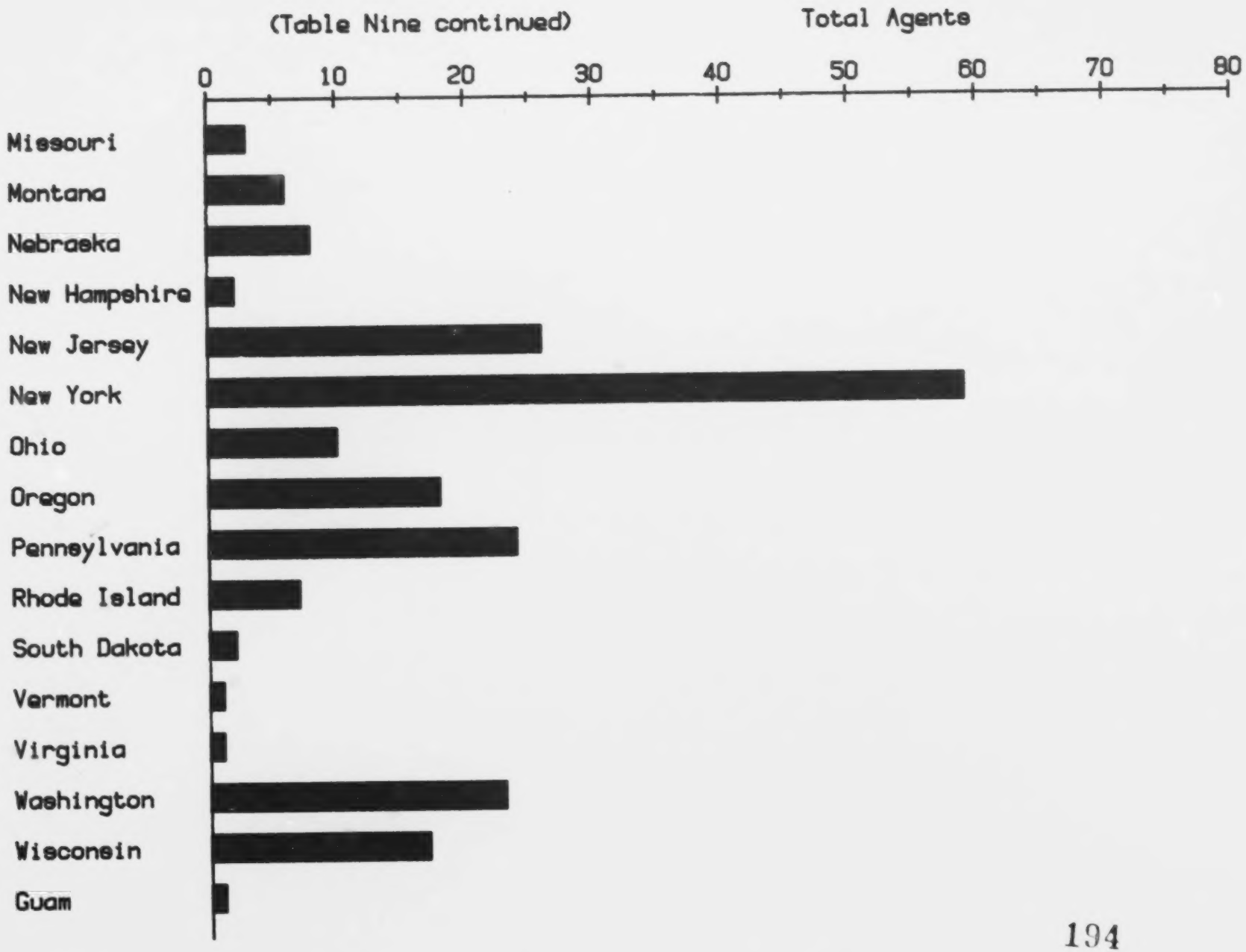


TABLE TEN

GEOGRAPHIC DISTRIBUTION OF BARGAINING AGENTS AND COLLECTIVE BARGAINING AGREEMENTS IN TWO- AND FOUR-YEAR INSTITUTIONS 1987

State	4-Year Agents	4-Year Contracts	2-Year Agents	2-Year Contracts	Total Agents	Total Contracts
Alaska	0	0	1	1	1	1
Arizona	0	0	1	1	1	1
California	12	11	59	56	71	67
Colorado	3	2	1	0	4	2
Connecticut	9	9	5	4	14	13
Delaware	2	2	0	0	2	2
District of Columbia	3	3	0	0	3	3
Florida	3	2	8	7	11	9
Hawaii	1	1	0	0	1	1
Illinois	1	1	28	26	29	27
Iowa	2	2	13	13	15	15
Kansas	1	1	14	13	15	14
Maine	2	1	1	1	3	2
Maryland	1	0	2	2	3	2
Massachusetts	12	10	5	4	17	14
Michigan	17	16	29	29	46	45
Minnesota	2	2	1	1	3	3
Missouri	1	1	1	1	2	2
Montana	4	4	2	2	6	6
Nebraska	3	2	5	5	8	7
New Hampshire	2	2	0	0	2	2
New Jersey	9	8	17	17	26	25
New York	24	19	40	39	64	58
Ohio	7	7	8	8	15	15
Oregon	6	6	13	11	19	17
Pennsylvania	10	9	14	14	24	23
Rhode Island	6	6	1	1	7	7
South Dakota	2	2	0	0	2	2
Vermont	1	1	0	0	1	1
Virginia	1	1	0	0	1	1
Washington	1	1	23	21	24	22
Wisconsin	2	2	15	15	17	17
Guam	1	1	0	0	1	1
TOTAL	151	135	307	292	458	427

TABLE ELEVEN

STATUS OF PUBLIC SECTOR COLLECTIVE BARGAINING LEGISLATION[1]

STATE	Date of Legislation or Amendment
Alaska	1972
Arizona	Governing Boards[2]
California	1975 (2 yr.); 1978 (4 yr.)
Connecticut	1975
Delaware	1970
District of Columbia	Governing Boards
Florida	1974
Hawaii	1970 (amend. 1975)
Illinois	1983
Iowa	1974
Kansas	1970 (2 yr.) (amend. 1974)
Maine	1974 (2 yr. voc. tech.) (amend. 1975)
	1975 (all other)
Maryland	Governing Boards
Massachusetts	1974
Michigan	1973 (amend. 1976)
Minnesota	1971 (amend. 1976, 1980)
Montana	1973 (amend. 1975)
Nebraska	1972
Nevada	Governing Boards
New Hampshire	1975
New Jersey	1974 (amend.)
New York	1967 (amend. 1975)
Ohio	1983
Oregon	1963 (2 yr.) (amend. 1975)
Pennsylvania	1970
Rhode Island	1958 (amend. 1973)
South Dakota	1969 (amend. 1974)
Vermont	1972 (amend. 1975)
Washington	1973 (2 yr.)
Wisconsin	1966 (2 yr.) (amend. 1974) (T.A.'s 1985)

[1] Public institutions only. Authority to engage in collective bargaining has existed since 1970 in private institutions under the National Labor Relations Act. See Introduction for discussion of pending legislation.

[2] No legislation. Governing Boards enacted policy enabling collective bargaining at institution. Not general for state institutions of higher education as a whole.

TABLE TWELVE

SUMMARY OF DECERTIFICATIONS[1]

Year	Institution	State	2/4	Unit Size	Agent	Year Agent Elected
1976	*New England College	NH	4		AFT	
1977	*Jamestown College	ND	4		NEA	
1980	Delaware Technical & CC	DE	2	230	NEA	1974
1980(Y)[2]	*Catholic Univ. of America Law School	DC	Grad.	22	Ind.	1977
1980(Y)	*Yeshiva University	NY	4	200	Ind.	1976
1981(W)	*Goddard College	VT	4	10	AFT	1975
1981(Y)(W)[3]	*Mount Vernon College	DC	4	25	AAUP	1977
1981(Y)	*Salem College	WV	4	64	NEA	1979
1981(W)	Southwestern Michigan Coll.	MI	2	35	NEA	1969
1981(Y)	*University of Albuquerque	NM	4		AFT	1982
1982(Y)(W)	*Ashland College	OH	4	82	AAUP	1972
1982(Y)(W)	*Curry College	MA	4	95	AAUP	1979
1982(Y)(W)	*Daemen College	NY	4	80	AAUP	1979
1982(Y)(W)	*Drury College	MO	4	60	AAUP	1979
1982(Y)	*College of Osteopathic Medicine & Surgery	IA	4	65	AFT	1975
1982(Y)	*Ithaca College	NY	4	--	AFT	1978
1982(Y)	*Stevens Institute of Tech.	NJ	4	109	AAUP	1976
1982(Y)	*Thiel College	PA	4	63	AAUP	----
1982(Y)	*Wagner College	NY	4	105	AFT	1979
1983(Y)	*Ohio Northern University	OH	4	145	NEA	1979
1983(Y)	*Seton Hall University	NJ	4	350	AFT	1982
1983(Y)	*Stephens College	MO	4	120	AFT	1979
1983(Y)	*University of New Haven	CT	4	130	AFT	1979
1984(Y)	*Boston University	MA	4	860	AAUP	1975
1984(Y)	*Polytechnic Institute of NY	NY	4	220	AAUP	1971
1985(Y)	*Lewis University	IL	4	97	Ind.	1975
1985	*Cottey College	MO	2	30	AFT	1976

[1] For purposes of this listing, decertifications are defined as those instances in which a bargaining agent election is lost by the certified agent to "No-Agent" or when the NLRB or appropriate state agency determines that the certified agent is no longer "representative." Those instances in which the certified agent was challenged by a competing organization and subsequently lost its certificate are not considered technical decertifications and are listed under "Change in Agent Status."

[2] Y - Results of Yeshiva litigation.

[3] W - Union voluntarily withdrew its certification.

TABLE THIRTEEN

ROSTER OF INSTITUTIONS AFFECTED BY THE YESHIVA DECISION

Institution	State	Unit Size	Agent Status	Year Agent Elected
Adrian College	MI	56	NEA-C[1]	'75
American International College	MA	-	AAUP-P[1]	-
American Univ. English Lang. Institute	DC	37	ELIFA-C	'82
Ashland College	OH	82	AAUP-D[1]	'72
Boston University	MA	860	AAUP-D	'75
Bradford College	MA	29	NA[2]	'82
Catholic Univ. of America Law School	DC	22	IND-D	'77
College of Osteopathic Medicine	IA	65	AFT-D	'76
Cooper Union	NY	55	AFT-NM[1]	'74
Curry College	MA	95	AAUP-W	'79
Daemen College	NY	80	AAUP-W	'79
Drury College	MO	60	AAUP-W	'79
Duquesne Univ. Law School	PA	26	Faculty Assn.-D	-
Fairleigh Dickinson University	NJ	495	AAUP-C	'74
Florida Memorial College	FL	40	UFF/AFT-C	'79
Ithaca College	NY	-	NYSUT/AFT-D	'78
Kendall School of Design	MI	50	NEA-D/P	'74
Lewis University	IL	97	IND-C	'75
Livingstone College	NC	77	AFT-P	-
Long Island Univ.-Brooklyn	NY	250	AFT-C	'76
Long Island Univ.-C.W. Post	NY	350	AFT-C	'76
Long Island Univ.-Coll. of Pharmacy	NY	25	AAUP-C	'78
Long Island Univ.-Southampton	NY	72	AFT-C	'76
Loretto Heights College	CO	100	NEA-C	'72
Marymount College of Virginia	VA	51	NEA-C	'75
Milton College	WI	35	AFT-School Closed '82	'79
Montefiore Hosp./Medical Center	NY	-	NA[3]	-
Mount Allison University	CAN	122	CAUT-C	'82
Mount Vernon College	DC	25	AAUP-W	'77
Nasson College	ME	30	AFT-School Closed '82	'77
New York Medical College	NY	-	NA[5]	-
Ohio Northern University	OH	145	NEA-D	'79
Parsons School of Design	NY	-	AFT[6]	-
Polytechnic Institute of NY	NY	220	AAUP-P	'71
Pratt Institute of NY	NY	470	AFT-C	'71
Puerto Rico Jr. College	PR	-	IND-C	'75
Rio Grande College	OH	76	IND-C	'76
Saint Joseph College	ME	27	NEA-P	-
Saint Theresa College	MN	-	NA[4]	-
Salem College	WV	64	NEA-D	'79
Seattle University	WA	-	AAUP-W	-
Seton Hall University	NJ	-	AFT-D	'82
Simon's Rock of Bard College	MA	27	AFT-C	'84
Southern Oregon State College	OR	193	IND-NM	'73

TABLE THIRTEEN (Continued)

Institution	State	Unit Size	Agent/Status	Year Agent Elected
ROSTER OF INSTITUTIONS (Cont'd.)				
Stephens College	MO	120	AFT-D	'79
Stephens Inst./Acad. of Art Coll.	CA	-	IND	'76
Stevens Institute of Technology	NJ	109	AAUP-D	'76
Thiel College	PA	63	AAUP-D	-
University of Alaska	AK	-	NEA-C	'82
University of Albuquerque	NM	-	AFT-D	-
University Central De Bayamon	PR	-	UPU-C	-
University of New Haven	CT	130	AFT-D	'76
Villanova University	PA	-	AAUP-W	-
Wagner College	NY	105	AFT-D	'79
Witchita State University	KS	-	KEA-C	-
Wilberforce University	OH	49	AAUP-C	'79
Yeshiva University	NY	200	IND-D	'76

1. C= Current
   D/P= Decertified Pending Appeal
   D= Decertified
   P= Pending Litigation
   NA= "No Agent" Elected
   W= Agent Withdrew
   NM= Nonmanagerial

2. "No Agent" defeated IBT in 1982.

3. "No Agent" defeated NYS Fed. Phy.-Dentists in 1982.

4. "No Agent" defeated AAUP in 1980.

5. "No Agent" defeated NYS. Fed. Phy.-Dentists in 1982.

6. Election overturned; new election held in 1987 with "No-Agent" winning.

TABLE FOURTEEN

COLLEGE CLOSINGS[1]

Institution	State	Agent	Unit Size	2/4 Year	Closing Date
*Central YMCA Community College	IL	AFT	80	2	1983
*Colorado Women's College	CO	AAUP	42	4	1982
*Detroit Institute of Technology	MI	NEA	34	4	1981
*Milton College	WI	AFT	35	4	1982
*Nasson College	ME	AFT	30	4	1983
*Shaw College at Detroit[2]	MI	NEA	37	4	1983
Springfield Campus - University of South Dakota	SD	NEA	--	4	1984

[1] Institution previously cited in the Directory as having negotiated collective bargaining agreements.

[2] U. S. Bankruptcy Court judge orders permanent closing of institution. (March, 1984)

TABLE FIFTEEN

BARGAINING AGENTS CITED IN THIS DIRECTORY

AAUP	American Association of University Professors
ACCF	Associated Community College Faculties
ACPU	Association Canadien des Professeur's d'Universite
AFGE	American Federation of Government Employees
AFSCME	American Federation of State, County and Municipal Employees
AFT	American Federation of Teachers
APSCUF	Association of Pennsylvania State College and University Faculties
CAUT	Canadian Association of University Teachers
CEQ	Centrale de l'Enseignement du Quebec
CFA	California Faculty Association
CNA	California Nurses Association
CSEA	California State Employees Association
CSN	Confederation des Syndicats Nationaux
CTA	California Teachers Association
CWA	Communication Workers of America
ELIFA	English Language Institute Faculty Association
FAC	Florida Academic Congress
FAPUQ	Federations des Associations de Professeurs des Universities du Quebec
FUSA	Faculty United Service Association
GFT	Guam Federation of Teachers
IFT	Illinois Federation of Teachers
IND	Independent
MCCC	Massachusetts Community College Council
MSP	Massachusetts Society of Professors
MTA	Massachusetts Teachers Association
NEA	National Education Association
NYEA	New York Educator's Association
NYS Fed. Phy. Dent.	New York State Federation of Physicians and Dentists
NYSUT	New York State United Teachers
OEA	Ohio Education Association
OEA	Oregon Education Association
OPEIU	Office of Professional Employees International Union
OPSEU	Ontario Public Service Employees Union
PaFT	Pennsylvania Federation of Teachers
PCFA	Post College Faculty Association
PSC	Professional Staff Congress
SCEA	State Colleges Education Association (Nebraska)
SCFA	Santa Cruz Faculty Association
SEIU	Service Employees' International Union
SPSE	Society of Professional Scientists and Engineers
SRFBC	Simon's Rock Faculty Bargaining Council
TAA	Teaching Assistants Association
UAPD	Union of American Physicians and Dentists
UCCFF	United Community College Faculty of Florida
UEA	University Education Association
UFF	United Faculty of Florida
UFL	University Federation of Librarians
UHPA	United Hawaii Professional Assembly
UPC	United Professors of California
UPI	United Professionals of Illinois
UPU	Union De Profesores Universitaros
UUP	United University Professions
WEA	Wisconsin Education Association

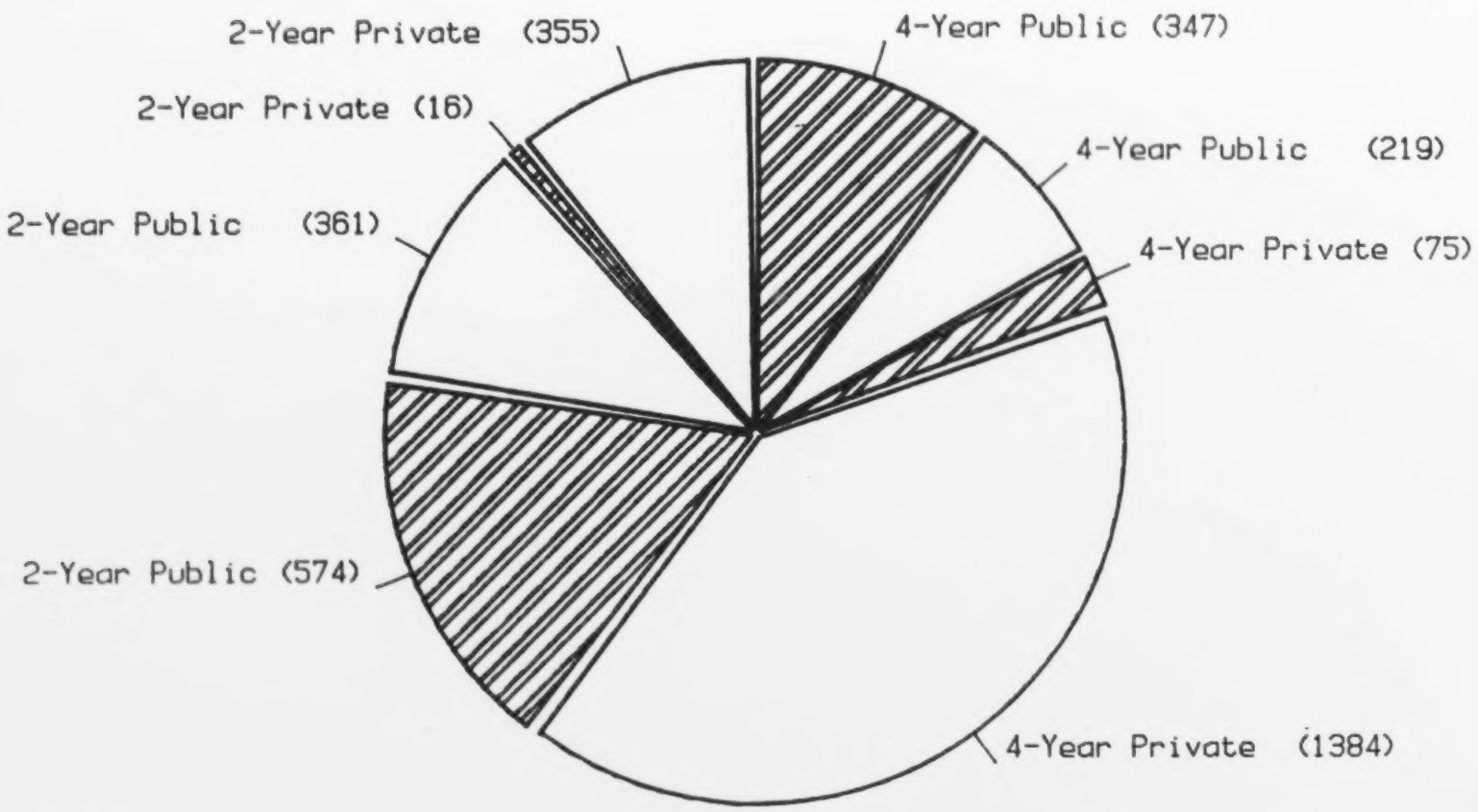
TABLE SIXTEEN

CAMPUSES REPRESENTED BY RECOGNIZED FACULTY BARGAINING AGENTS - PUBLIC AND PRIVATE 1987

	YEAR	AAUP	AFT	NEA	IND	AAUP/ AFT	AFT/ NEA	AAUP/ NEA	AFT/ IND	AAUP/ IND	AFGE	AFSCME	OTHER	TOTAL
PUBLIC INSTITUTIONS	4	42	110	75	14	12	0	22	0	0	2	4	66	347
	2	13	182	286	49	9	1	10	0	12	0	8	4	574
TOTAL		55	292	361	63	21	1	32	0	12	2	12	70	N=921
PRIVATE INSTITUTIONS	4	21	19	15	8	0	0	0	1	2	0	0	9	75
	2	2	7	5	2	0	0	0	0	0	0	0	0	16
TOTAL		23	26	20	10	0	0	0	1	2	0	0	9	N=91
SUMMARY	4	63	129	90	22	12	0	22	1	2	2	4	75	422
	2	15	189	291	51	9	1	10	0	12	0	8	4	590
TOTAL		78	318	381	73	21	1	32	1	14	2	12	79	N=1,012

Table Seventeen

The Extent of Faculty Unionization by Two- and Four-year Campuses, 1987



"NO-AGENT" VOTES

1971 - 1986

"NO-AGENT" VOTES
1971 - 1986

State	Institution	Agent Defeated	Year	2/4
ALASKA	University of Alaska	NEA	1982	4
CALIFORNIA	*California Institute of the Arts	AFT	1975-	4
	Coachella Valley Community College	NEA	1978	2
	College of the Desert	NEA	1979	2
	Imperial Valley College	NEA	1980	2
	North Orange County Community College**	NEA	1978	2
	Pasadena City College**	NEA	1977	2
	Univ. of California-Berkeley	AAUP	1980	4
	-UCLA	Ind.	1981	4
	-Professional Scientist & Engineers of the Lawrence Livermore National Labs.	SPSE/CSEA	1983	4
	Univ. of San Francisco-College of Professional Studies	AFT	1983	4
	University of California-Researchers	AFT	1986	4
COLORADO	University of Colorado**	AAUP/AFT	1975-	4
	. Boulder		1980	4
CONNECTICUT	*Wesleyan University	AAUP	1979	4
DISTRICT OF COLUMBIA	*Catholic University of America		1979	4

State	Institution	Agent Defeated	Year	2/4
"NO-AGENT" VOTES (Cont'd.)				
FLORIDA	Central Florida Community College	NEA	1977	2
	Florida Junior College	AFT	1975	2
	*Jacksonville University	AAUP	1975-	4
	Miami Dade Junior College	AFT	1975	2
		AFT	1984	2
	Okaloosa-Walton Junior College	NEA	1975	2
	Pensacola Junior College (Full & Part-time)	UFF/AFT	1979	2
	Polk Community College	AFT	1975	2
	Santa Fe Community College	NEA	1976	2
	St. Petersburg Junior College	NEA	1977	2
	Univ. of Florida-Institute of Food and Agric. Science	Ind.	1976	4
	Univ. of Florida-Gainesville**		1980	4
	*Univ. of Miami-Coral Gables	AAUP	1974	4
ILLINOIS	*College of St. Francis	AFT	1975-	4
	William Rainey Harper College**	NEA,AFT	1976	2
	Illinois State University	AAUP,AFT	1986	4
	Northern Illinois University	AAUP,UPI	1986	4
INDIANA	*Butler University	NEA	1977	4
	*University of Evansville	NEA	1979	4
MAINE	*Ricker College	AFT	1975-	4
	Maine Maritime Academy	AFT	1985	4
MASSACHUSETTS	*Anna Maria College	AAUP	1978	4
	*Bradford College	IBT	1982	4
	*Curry College**	Ind.	1975	4
	*Dean Junior College	AFT	1975-	2
	Holyoke Community College** (subsequently affiliated with NEA under statewide system)	NEA	1971	2

State	Institution	Agent Defeated	Year	2/4
"NO-AGENT" VOTES (Cont'd.)				
MASSACHUSETTS (Cont'd.)	*Lasell Junior College	AFT	1976	2
	Massachusetts Maritime Academy	AFT, NEA	1975	4
	*Merrimack College	NEA	1976	4
	*New England Conservatory of Music	AAUP	1975	4
	*Northeastern University	AAUP, NEA	1975	4
MICHIGAN	*Albion College	AAUP, NEA	1975-	4
	American Institute of Technology	AAUP	1980	4
	Grand Valley State Colleges	NEA	1974	4
		NEA	1977	
		NEA	1980	
		NEA	1982	
	*Lawrence Institute of Technology	AAUP	1975-	4
	Michigan State University	AAUP, NEA	1972	4
		AAUP, NEA	1978	
		AAUP, NEA	1982	
	Northern Michigan University**	NEA	1975	4
	*University of Detroit**	AAUP	1975-	4
		NEA	1975-	
MINNESOTA	*Hamline University	AAUP	1975	4
	University of Minnesota			4
	- Faculty**	AAUP	1978	
	- Law School(Duluth & Twin Cities Campus)		1980	
	- Health Science(Duluth & Cities Campus)		1980	
	- Crookston Campus-Faculty		1980	
	- Minneapolis-St. Paul	NEA, AAUP	1981	
	*St. Theresa's College	AAUP	1980	4

State	Institution	Agent Defeated	Year	2/4
"NO-AGENT" VOTES (Cont'd.)				
MISSOURI	*Stephens College**	AFT,AAUP	1978	4
	*Cottey College	AFT	1985	4
MONTANA	Montana State University	AAUP	1978	4
	University of Montana**	AAUP,AFT	1975	4
NEBRASKA	University of Nebraska, Lincoln	AAUP	1977	4
	Univ. of Nebraska College of Dentistry	Ind.	1975	4
NEW HAMPSHIRE	*Nathaniel Hawthorne College	AFT	1975	4
	University System of New Hampshire			4
	- Durham Campus	AAUP,NEA	1977	
	- Plymouth Campus	AAUP,NEA	1977	
NEW JERSEY	*Centenary College for Women	AAUP	1977	4
	Somerset County College-Adjunct Unit	AFT	1982	2
NEW YORK	Corning Community College	AFT	1976	2
	*Fordham University (2 elections)	AAUP	1975-	4
	*Ithaca College**	AAUP,AFT	1975-	4
	*Manhattan College	AAUP	1971	4
	*New York University	AAUP,AFT	1975-	4
		AFT	1975-	
	*Pace University	AAUP	1978	4
	*Rensselaer Polytechnic Institute	AAUP	1975	4
	*Rosary Hill College	NEA	1975-	4
	*Saint Joseph's College	AFT	1976	4
	*Syracuse University	AAUP	1975-	4

State	Institution	Agent Defeated	Year	2/4
"NO-AGENT" VOTES (Cont'd.)				
NEW YORK (Cont'd.)	*Villa Maria College	AFT	1975-	2
	*New York Medical College	NYS Fed Phy/Dent	1982	4
	*Montefiore Medical Center	NYS Fed Phy/Dent	1982	4
	*Paul Smith College	AFT	1985	2
NORTH CAROLINA	*Barber-Scotia College	NEA	1979	4
OHIO	*Antioch College	AAUP,AFT	1975-	4
	*Baldwin-Wallace College	AAUP	1975-	4
	Bowling Green State University	Ind.	1979	4
	*Oberlin College	Ind.	1974	4
	Ohio University	AAUP,NEA	1976	4
	University of Toledo	AAUP,AFT	1975-	4
OREGON	Eastern Oregon State College		1977	4
	Oregon Institute of Technology	Ind.	1975	4
	Oregon State University	AAUP,AFT	1977	4
		NEA,AAUP	1983	
	Treasure Valley Community College	NEA	1977	2
	Umpqua Community College	NEA	1979	2
	University of Oregon	AAUP,AFT	1977	4
PENNSYLVANIA	Butler County Community College	NEA,Ind.	1976	2
	*King's College	AFT,NEA	1975-	4
	Pennsylvania State University	AAUP,NEA	1977	4
	*Philadelphia College of Art	AFT	1975-	4
	*Point Park College	AAUP	1974	4

State	Institution	Agent Defeated	Year	2/4
"NO-AGENT" VOTES (Cont'd.)				
PENNSYLVANIA (Cont'd.)	*Seton Hill College	NEA	1975-	4
	University of Pittsburgh	AFT	1977	4
	Univ. of Pittsburgh Health Professional Schools	AAUP,NEA	1975	4
	Univ. of Pittsburgh Law School	Ind.	1975	4
	Univ. of Pittsburgh-Provost Unit	AAUP,AFT,NEA	1976	4
	*Villanova University	AAUP,AFT	1975-	4
	*Waynesburg College	NEA	1976	4
	*Wilson College	PSEA/NEA	1977	4
RHODE ISLAND	*Rhode Island School of Design**	AFT		4
TENNESSEE	*Tusculum College	AFT	1972	4
VERMONT	University of Vermont	AFT,AAUP,NEA	1976	4
	Community College of Vermont	AFT	1985	2
VIRGINIA	*Randolph-Macon College	AAUP	1973	4
WASHINGTON	*Seattle University	AAUP	1975-	4
WISCONSIN	*Northland College**	AFT	1972	4

*Denotes private institution.

For purposes of this Directory, "No-Agent" Votes are defined as elections in which faculty chose not to be represented by a certified collective bargaining agent. At those institutions in which faculty subsequently elected to be represented, the symbol ** is used. Information on "No-Agent" Votes conducted prior to 1975 is not readily available, thus for those institutions the year 1975, followed by a dash, -, is used.

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